

Organizational Change and Talent Regional Advisor

Location: [Central/South America] [Costa Rica]

Town/City: San José

Category: Human Resources

Job Type: Open-ended, Full-time

***Position location to be determined by home country of successful candidate, within LACR, where WVI is registered to operate.**

PURPOSE:

This position will be in charge of implementing an appropriate Talent Management roadmap in place that ensures leadership readiness in all levels by timely talent identification and succession in the entire region. Also, will be the referent for Change Management and Organizational Design in the region and will provide strategic leadership, guidelines and advise to Regional Office and National Offices of Latin America and the Caribbean in those areas.

MAJOR RESPONSABILITIES:

Change Management

Develop strategies, guidelines and tools to be provided to NOs and RO for an appropriate and timely change planning and management

Ensure competencies development in leaders for leading change

Ensure competencies development in P&C staff for change management

Provide advice and support in change management plans and implementation

Design and implement plans for regional or RO change processes

Talent Management *Ensure continuity and quality of regional leadership through effective succession planning and a Talent Pool*

Ensure regional Talent Pools are in place to support current strategy

Ensure that is trained in P&C staff in Succession Processes and Talent Management guidelines and tools.

Provide advice and technical support to HUBs and NOs in the development of their succession planning strategies and systems.

Ensure and coordinate the response to GC information requirement on succession by RO and HUBs.

Implement talent management tools in a Regional Office and NOs where required. Example: Assessments, 9th box grid etc.

Develop networks and frameworks that will facilitate the implementation of exchange programs within the Partnership.

Employee Relations

Provide advice and counseling to the Regional Leadership in the application of policies and processes for the proper management of labor relations incidents.

Ensure training and technical support to NOs P&C staff the management of labor relations incidents, including proper investigation.

Coordinate and follow-up the management of labor relations incidents at the Region level through the established institutional mechanisms and platforms

Coordinate the management of incidents and cases that require attention from the Regional Office by leading the P&C incident management team.

Conduct investigations on employee relations incidents when they have to be handled by the Regional Office

Collaborate with other areas (safeguarding, finance, security, etc) in management of incidents where WV staff is implicated

Organizational Design

Provide advice and counseling to Regional Leadership in the area of organizational design

Coordinate the implementation of organizational design projects in the organization when needed, including diagnose, design, delivery and deployment

Identify linkages from organization design initiatives to leadership, culture and learning and collaborate with other subject matter experts for providing solutions.

Coordinate the establishment and operation of the supervisory matrix relationships defined for the Region.

Leadership

Coordinating coaching processes of National Directors or Executive Regional leaders in coordination with Regional Leader and Senior Directors (currently), in some occasions providing it personally.

Supervising the design, implementation and coordination of Leadership Programs for high potentials in the region.

Advising National Offices in the implementation of Leadership Programs according to each context and specific needs.

KNOWLEDGE/QUALIFICATIONS FOR THE ROLE:

Required Professional Experience

- Significant (5-10 years) functional and people leadership experience in relevant fields.
- Experience in designing and/or implementing programs in Talent and Leadership
- Experience in Employee Relations, highly preferred
- Experience in working with executive leaders and with diverse teams

Education:

- Master Degree in Management, Human Resources, Business Administration, Organization Development, Organizational Psychology or related field is preferred
- University degree in HR, Business or related field.
- Additional studies or diplomas in coaching, talent management, succession planning or others is a plus

- Certification in methodologies in related fields is a plus

Preferred Knowledge and Qualifications

1. Building collaborative relationships, practicing gender and cultural diversity, and influencing individuals and groups
2. Supporting World Vision's Christian identity and commitments, learning for growth and development, and maintaining work/life balance and effectiveness
3. Achieving quality results and service, practicing accountability and integrity, and communicating information effectively
4. Practicing innovation and change
5. Thinking clearly, deeply and broadly, understanding the humanitarian industry
6. Understanding World Vision's mission and operations

Travel and/or Work Environment Requirement

Travel not required, could be incidental (no more than 3 weeks/year).

Language Requirements

Fluency in English and Spanish, both verbal and written