

People and Culture (HR) Director, WV South Sudan

Location: [Africa] [South Sudan]

Town/City: Juba

Category: Human Resources

Job Type: Fixed term, Full-time

***Please submit your CV in English.**

PURPOSE OF POSITION:

As the **People & Culture (P&C) Director**, you will provide strategic leadership to World Vision South Sudan in people management & organizational development in order to optimize organizational performance, fulfill World Vision's mission, vision, and core values, and contribute to the measurable improvement of the well-being of vulnerable children and communities in South Sudan. You will provide leadership to ensure implementation of World Vision's P&C strategic priorities and key Initiatives.

KEY RESPONSIBILITIES:

Ensuring Strategy Development and Execution:

- Provide guidance and input to the senior leadership team in the execution of the Field Office Strategy and business plans with Our Promise ('Going Further').
- Develop and implement the People and Culture (P&C) business plan in support of and in alignment with country, regional and global strategic priorities.
- Spearhead the monitoring and reporting of people & culture metrics related to talent acquisition, development, retention, performance management, employee engagement and organizational leadership.
- Advise and support the Country Program Director (CD) and the Senior Leadership Team (SLT) in engagement on critical issues relating to attraction, development, deployment, retention and separation of staff.
- Serve and contribute as a member of the Crisis Management Team to ensure safety and security of staff and serve as a member of the National Disaster Management Team.

Ensuring Staff Engagement and Well Being:

- Maximize staff well-being to enable our staff to embrace the opportunities and challenges in meeting Our Promise. Contextualize, promote and support systems, services and programs for employee well-being.
- Execute Our Voice survey and leverage the results to enhance Staff and Organisational Well-being. Together with the senior leadership, plan and drive measurable improvements in Organisational Leadership, Culture, Agility and
- Effectiveness.
- Strengthen the quality of Staff Care and Peer Support interventions.
- Identify the organisational culture gaps and plan culture change Interventions to promote leadership and staff mindset & behaviour changes to deliver our promise to the most vulnerable children.
- Design and execute compensation and benefits strategy, systems and processes in alignment to strategy 2030 that enables the organisation to attract right staff, stay competitive within the local labour market and promote staff retention in the most vulnerable areas.

Promoting Leadership Quality and Sustainability:

- Build the capacity, depth and breadth of National Office and Projects leadership to meet the evolving leadership needs, to realize Our Promise and to enable transformational mindsets and behaviours.
- Identify and nurture of globally, regionally and in-country mobile talents to support leadership and career development, succession planning and retention of high potential managers and leaders in fragile and conflict areas and to prepare a pipeline for future leadership for grants.
- Design and spread head the capacity development of staff to prepare staff to work the required mindset and behaviours in most vulnerable areas.
- Design and execute an orientation and on-boarding strategy that will enable staff to understand our promise, its implications on World Vision fragile context program and prepare with the right mindset and behaviours to address the needs of grants management.

Promoting Accountability and Performance Culture:

- Maximize accountability for Organizational culture, agility, and effectiveness which drives high performance and

realization of Our Promise.

- Lead re-structuring processes before a major program growth, downsizing or pre-positioning for an emergency response.
- Promote a culture of diversity and encourage spiritual development of Christian leaders, promote interfaith principles and values and oneness among Christian and staff of other faith.
- Spearhead the performance management process, strengthen the quality of performance and promote career conversations in the office.
- Review and contextualize global and regional P&C Policies to National office P&C policies for International assignees and national staff and ensure its alignment with Country labour laws.

Developing Capable and available Workforce:

- Spearhead the acquisition and prepositioning of a diverse and talented workforce by work force planning for upcoming grants.
- Ensure that the National Office recruitment policy, system and Processes are well established for acquiring right talents with required competencies, mindsets and behaviours required to realize Our Promise.
- Ensure monitoring and reporting systems for national & International hires are effectively managed.
- Promote gender and diversity and female leadership through right identification of talents at all levels.

Developing a Strategic and Professional People & Culture Team:

- Ensure that the People & Culture function has the required capacity, capability, systems, processes, policies and guidelines that drive transformation of mindsets and behaviours and realization of Our Promise.
- Promote a customer centric culture in the People & Culture function, ensuring professionalism and accountability in delivering services to staff and leaders.
- Provide overall leadership and technical support to the P&C team, coaching and mentoring the team through regular meetings, sharing and monitoring weekly, monthly and quarterly individual plans to support their professional growth and development.
- Design efficient P&C systems and processes with a particular focus on process excellence and ensure that Our People information system is fully operational with 100% accuracy.

Promoting External and Internal Coordination:

- Establish proactive linkages and strategic networks with key International NGOs and other stakeholders at the national and international level for broader impact and also to keep abreast of the ongoing changes in external environment that affects the fragile context operations.
- Develop, manage and sustain relationships with Regional and Global Centre P&C functional leads to proactively engage on fragile context peculiarities and its implication on P&C function.
- Consistently develop and maintain working relationships with SLT and different departments including field-based program managers.

KNOWLEDGE, SKILLS AND ABILITIES:

- Minimum of 5 years' experience in a Senior Human Resources Management position in an international Non-Profit organization in conflict and fragile countries.
- The candidate should have a personal calling, passion for service rather than monetary value as this is a challenging context with basic amenities.
- Bachelor's degree in Human Resources Management, Business Management or Social Sciences.
- Master's Degree in the relevant field is an added advantage.
- Technical Training qualifications required: Professional qualifications in Human Resource Management or Organizational Development or Leadership Development.
- English fluency, Arabic a plus.

Preferred Skills, Knowledge and Experience:

- A few months deployment experience in a fragile context.
- Experience in emergency response scenario planning process.
- Experience working with different country labour laws - at least more than two to diversify the minds in different laws.

- Experience in risk management in high risk and sensitive environments.
- Peer mentoring and coaching from a seasoned GAM, HEA or a P&C/HR Leader who has worked in these contexts long enough.

Work Environment/Travel:

- Work environment: Office-based with some travels to projects in the country.
- Travel: 25% National and regional travel - 5% international travel is required.
- On call: 24/7.
- Ability to work under pressure and in stressful environment.