

# Regional Talent Management & Organisational Development Advisor

Location: [Africa] [Senegal]

Town/City: Dakar

Category: Human Resources

Job Type: Fixed term, Full-time

**JOB TITLE:** Regional Talent Management and Organisational Development Advisor

**Job location:** World Vision West Africa Regional Office (Dakar-Senegal)

**Contact type:** Local 2

**Contract duration:** 1-2 years

**Purpose of position:**

This role exists to advise the Regional Office in the area of Talent Management, staff development, performance management and Organisational Development (OD), In doing so, the incumbent is expected to:

- 1) working with the Global Center in implementing global initiatives that represent the vehicles for achieving the talent agenda in the region,
- 2) assess the West African context to find opportunities that can be harnessed and articulate it in a talent management strategy to guide the agenda in the region.

As a Strategic Partner and under the direction of the Regional P&C Director, the Regional Talent

Management and OD Advisor will perform the following responsibilities:

**MAJOR RESPONSIBILITIES:**

**1. LEADERSHIP DEVELOPMENT AND TALENT MANAGEMENT**

- Implements a learning and leadership development frameworks in the Region to enable leadership success across all leadership stages
- Contributes to continuity, quality of Regional and National Offices leadership through effective talent management and succession planning – Integrated Talent Management programs & initiatives.

**1. CAPACITY DEVELOPMENT**

Develops the capacity development strategy for frontline staff in World Vision International West Africa Region (WVI WAR) as well as develops/manages the capacity building programs deriving from the strategy.

**1. WORKFORCE PLANNING**

Participates in the global workforce planning initiative from a regional perspective and acts as the regional focal point for the gathering and maintaining of Human capital related data.

**1. PERFORMANCE MANAGEMENT**

Implements the Partnership Performance Management program within the Region

**1. DIVERSITY & INCLUSION**

Works with region, national offices and GC on diversity & inclusion (D&I) initiatives & D&I Metrics & Reporting

## **1. CHANGE MANAGEMENT**

Implements a change management approach that ensures that the Region will move from current state to future desired state in an efficient and effective manner

## **1. ORGANIZATIONAL DESIGN AND DEVELOPEMNT**

Responsible for regional consultancy and advisement in the area of organisational design and development

## **1. EMPLOYEE ENGAGEMENT**

Ensures a region-wide process is in place for assessing and maintaining high levels of employee engagement.

## **QUALIFICATIONS: EDUCATION/KNOWLEDGE/TECHNICAL SKILLS AND EXPERIENCE**

The following may be acquired through a combination of formal or self-education, prior experience or on-the-job training:

### **Required:**

- **Educational level required:** Master degree preferably in Human Resources or equivalent
- **Relevant working experience-** At least 5 to 7 years related HR experience – generalist

or specialist;

- Has managed a sizeable team successfully & has carried responsibility for developing staff.
- Has a special interest in diversity & inclusion (D&I) and experience in deploying D&I programs
- Senior HR generalist with experience of working in a global environment
- Has had project administration experience in a global context
- Learning & development auditing skills
- Knowledge and/or experience of implementing Talent management, diversity & inclusion programs at major organizations.
- Experience with work force planning models or systems
- Training design, delivery & measuring impact skills

### **Other requirements**

- Excellent interpersonal and marketing skills, willing to challenge the status quo, ability to handle confidential information in a professional manner, passion for excellence, excellent writing and presentation skills combined with meticulous attention to detail and accuracy, team player, influencing & very good organisational abilities; is able to prioritise tasks and meet deadlines.
- Fluent in French and English

**Working Environment / Conditions:**

- *Work environment:* Office-based with frequent travel to the field
- *Travel:* 30% Domestic/international travel is required.