

Regional People & Culture (HR) Business Partner - VF Asia

Location: [Asia & Pacific] [Sri Lanka]

Town/City: Colombo

Category: VisionFund

Job Type: Fixed term, Full-time

***Preferred position location: Sri Lanka. Other position locations to be determined by home country of successful candidate in Asia where VF/WVI is registered to operate.**

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

PURPOSE OF POSITION:

The role of the Regional People & Culture Partner (P&C) is to provide high quality leadership guidance and technical support to the People & Culture Managers and teams based in VisionFund's Microfinance Institutions (MFIs) in assigned regional countries. This role will also act as an advisor to the Regional Team at VisionFund International (VFI) and our MFI Senior Management Teams (SMT). The aim of this role is to develop and lead quality performance of the P&C function in the region order to meet demanding business needs. The role will be required to have an outstanding level of business awareness and understanding of microfinance so as to apply a P&C lens to the business operations & people

related priorities. This role will be responsible for making decisions on what people related initiatives will be implemented at the MFI level. It will also be responsible for developing, rolling out and reviewing organization wide people related initiatives relating to both P&C and Operations strategic directives (e.g. talent management, diversity, employee relations, organizational development, succession planning, recruitment etc.). The role will be responsible for implementing and ensuring MFI adherence standardised people related processes across the MFI network within the assigned regional area. This role will work closely to partner with and be a trusted advisor to the Global P&C Director; Global PCG Team and COE; P&C Business Partners; VFI Regional Head; MFI P&C Teams, MFI various focal persons and MFI SMT.

KEY RESPONSIBILITIES:

Support to the MFIs:

- Support, influence and provide advice to MFI P&C teams with an aim of helping to influence their SMT and Board of Directors and implementing both organisation wide initiatives and MFI initiatives within allocated region. Oversee and manage implementation making insightful adjustments and recommendations tailored to the specific MFI audience.
- Act as a support and escalation point for Senior Management Team at MFI level.

Support to the Regional Team:

- Provide trusted advice and recommendations to the Regional Head, Regional Operation Directors and Finance Director with an aim of influencing to achieve effective people related priorities and improving business results.

Partnering with PCG Community:

- Act as trusted advisor to the Global P&C Director relating to specific regional related issues and strategic planning. Partner with PCG Community: GC PCG Team, COE and Regional BPs to maximise the synergy and resources with the aim of providing the best service to the clients.

Personal Development for P&C Managers:

- Lead and develop the MFI P&C staff within allocated regional area identifying training and development needs of teams and individuals. Provide one-on-one coaching as required. Identify and guide the development of high-potential staff, and build a talent management framework for P&C staff to ensure all can reach their full potential within the MFI.
- Work collaboratively with the MFI Chief Executive Officers to effectively matrix manage up to 6 P&C Managers in the assigned regional countries.

Reporting:

- Lead MFI P&C teams in collecting accurate and timely people related information. Coach, develop and train teams to use information collected from P&C and Operations to analyse and provide valuable insights to feed into business plans and other MFI related activities.
- Ensure all P&C related reporting at MFI level is accurate & timely.

Collaboration for Operational Excellent:

- Work collaboratively with the MFI P&C, MFI SMT, Regional Team, PCG Community and various focal persons: Safeguarding, Security, Training and Development, Staff Care to implement and improve standardisation of process & policy within the network.

Whistle-blower and IIPH:

- Act as escalation point for high-risk or Whistle-blower related employment relations issues. Work in collaboration with appropriate stakeholders to ensure required actions are taken to resolve all issues arising.

KNOWLEDGE, SKILLS & ABILITIES:

- Substantial experience in a HR Management/ Advisory role
- Experience in and understanding of a financial institution
- Relevant experience working in an international role
- Experienced in project management
- Experience managing teams
- Minimum Bachelor's degree in HR or equivalent
- Professional membership of relevant HR body
- Effective written and verbal communication in English

Preferred:

- Master Degree in HR or Business Administration
- Experience working as an internal consultant for a large NGO/bank or international organization
- Experience managing or working in a culturally diverse environment (preferably of the assigned environment)

Work Environment/Travel:

- Travel up to 50% of the time (mainly in Asia Region).
- Ability to use computer, attend meetings, travel abroad.