



Director, Human Resources Division D2

The World Food Programme (WFP) is the world's largest humanitarian agency, fighting hunger worldwide. Human Resources Management is a critical function for WFP to continue operating effectively in a rapidly changing global environment. We are currently seeking to fill the position of the Director, Human Resources Division (D2), which will become available in our headquarters in Rome, Italy.

The Director, Human Resources Division reports directly to the Executive Director, and will be responsible for the overall management of the Human Resources Division which currently includes services such as Workforce and Succession Planning, Contract and Entitlements, Recruitment and Reassignment, Performance Management, Training and Career Development, Staff Relations, Policy, Medical and staff well-being. The selected candidate's specific duties include:

- Lead and manage the Human Resources Division in the conceptualization and implementation of policies, strategies, plans and projects for the administration and delivery of human resources services provided to Headquarters and field offices.
- Provide authoritative advice to the Executive Director and senior management on the establishment or modification of policies covering all aspects of human resources management.
- Provide organizational leadership and strategic guidance to colleagues throughout the organization on adapting human resources policies and practices.
- Develop and establish medium to long-term strategies linked to the human resources objectives and aligned to WFP's business activities.
- Collaborate with the Legal and Oversight functions to ensure proper administration of justice, oversight mechanisms and the code of conduct.
- Represent the Executive Director and the organization in negotiations with representatives of line managers and staff on the full range of HR services; meeting with Permanent Delegations and Staff Associations as required.
- Represent WFP at inter-agency meetings.

Qualifications & Experience Required

Education:

- Advanced university degree in Human Resources Management/Development, Law, Business/Public Administration, or other related areas of social science.

Experience:

- At least 15 years of progressively responsible professional experience in the management of human resources is required, some of which should be with an international organization.
- Strong record of management and technical leadership experience at international level.
- Experience in the UN Common System is an asset.

Competencies:

- Excellent management leadership skills.
- Excellent interpersonal skills: ability to work in a multicultural environment with sensitivity and respect for diversity.
- Outstanding strategic planning skills and ability to guide development of policies, as well as to direct change processes at the management levels within large institutions of international scope.
- Capacity in building strong partnerships and foster collaborations in a demanding working environment.
- Ability to identify the key issues in a complex situation and make difficult decisions on the basis of facts and analysis.
- Excellent diplomatic and communication skills – ability to represent WFP and promote WFP’s activities at high-level meetings.

Language:

- Working knowledge of English and intermediate knowledge of another official WFP language (Arabic, French, Spanish, Russian, Chinese or Portuguese). Fluency in either French or Spanish is desirable.

Terms and Conditions

WFP offers an attractive compensation and benefits package. The D2 level carries a salary that ranges from USD102,847 to USD122,873 per year. Please visit this website, <http://icsc.un.org> (click on: Quick Links > Salary Scales > by date), for more information regarding the United Nations salary scale.

Our package also includes post adjustment, 30 days’ annual vacation, home leave, an education grant for dependent children, pension plan and medical insurance.

Additional websites to visit before applying:

<http://www.wfp.org> Click on: “Where we work” and “Our work” to learn more about WFP’s operations.

<http://www.unstaffmobility.org> Learn more about countries where the UN operates

Application procedures:

Go to: <http://i-recruitment.wfp.org/vacancies/11-0011537>

Step 1: Create your online CV.

Step 2: Click on “Description” to read the position requirements and “Apply” to submit your application.

NOTE: You must complete Step 2 in order for your application to be considered for this vacancy.

Alternatively, please send your CV by email to wfprecruitment@wfp.org with the subject line: **Application to Director Human Resources D2**

Deadline for applications: 30 April, 2011

WFP has zero tolerance for discrimination and does not discriminate on the basis of HIV/AIDS status. Qualified female applicants and qualified applicants from developing countries are encouraged to apply

REF: 11-0011537

Fighting Hunger Worldwide