



Deputy Director, Human Resources Division D1 Rome, Italy

About UN World Food Programme

The United Nations World Food Programme is the world's largest humanitarian agency fighting hunger worldwide. The mission of WFP is to help the world **achieve Zero Hunger** in our lifetimes. Every day, WFP works worldwide to ensure that no child goes to bed hungry and that the poorest and most vulnerable, particularly women and children, can access the nutritious food they need.

In emergencies, WFP gets food to where it is needed, saving the lives of victims of war, civil conflict and natural disasters. After an emergency, WFP uses food to help communities rebuild their shattered lives. On average, WFP reaches more than **80 million people** with food assistance in **75 countries each year**. The organization has the global footprint, deep field presence and local knowledge and relationships necessary to provide access to nutritious food and contribute to the lasting solutions, especially in many of the world's most remote and fragile areas.

WFP's People Vision

WFP's greatest strength is its **14,000** dedicated people working tirelessly around the world to reduce hunger, often under difficult conditions where security threats and risks to personal safety are considerable. The global context in which WFP operates is rapidly changing which means the need for effective people management is becoming more important than ever before. In this context, WFP launched its **People Strategy** in November 2014. It articulates key strategic focus to build an engaged workforce, with the right skills, in the right roles enabling WFP to continue fulfilling its humanitarian response role while simultaneously building its capabilities to address the long-term goals of Zero Hunger.

To support the People Strategy delivery, WFP is committed to transforming its Human Resources function into a strategic business partner. Strategic HR business partners will be the "account managers" for delivering HR services in all units of WFP. Services will be adapted to serve each unit in line with the People Strategy, HR programs and best practices. The HR business partners will engage closely with WFP leaders to drive the implementation of the People Strategy, encompassing a comprehensive workforce and talent management strategy in support of business objectives and the delivery of the best outcomes for the people WFP serves.

[Click here to hear from our Executive Director about WFP's People Strategy.](#)

[Click here to hear from our Director HR, Ms. Prerana Issar about HR transformation and her experience at the World Food Programme.](#)

About the role

In this transformational context, we are recruiting a high caliber candidate to fill the role of **Deputy Director, Human Resources Division** based at our Headquarters in Rome, Italy to lead the People Strategy implementation and HR service delivery in the areas of Talent Acquisition and Deployment, Career Management, Talent Development, Performance Management, and Policy.

As part of the Global HR leadership team, this role is accountable for driving the implementation of the people agenda, and is the catalyst to lead cultural change and innovation.

Key responsibilities

Reporting directly to the Director, HR Division, the selected candidate will assume the following key responsibilities:

- Drive the WFP People Strategy implementation in a very dynamic, fast moving, operating environment for the delivery of the WFP's strategic objectives;
- Lead the HR Centre of Expertise for Talent and Performance;
- Strengthen a high performance culture by reinforcing successful performance results and line managers' accountability to create an environment that fosters the best outcomes for our beneficiaries;
- Support the formulation of human resources strategies which address business needs in the areas of talent acquisition and deployment, performance management, leadership and capacity development, as well as career management and succession planning;
- Lead the delivery of leadership development programs aimed at identifying and developing high potential people and diversifying talent pools;
- Design and deliver an organization wide capability development strategy, including funding and governance frameworks, to ensure that WFP has the required skills and knowledge to achieve its strategic objectives;
- Strategic Workforce Planning to meet future capability requirements;
- Ensure world class delivery of HR services to internal clients based across 75 countries.
- Direct the human resources policy formulation and interagency coordination (UN Secretariat, ICSC, UNDP, FAO, etc.);
- Provide executive coaching to senior leaders and leadership teams.

Qualifications & Experience Required

Experience:

- 15+ years of postgraduate progressively responsible experience in a Senior Executive role, with the most recent 5 years at global level supporting and influencing senior executive leadership;
- Broad technical expertise in HR strategic planning, talent acquisition and career management, employer branding, organizational development and change management, performance management, and capacity development;
- Experience leading a global team of HR Business Partners and navigating in a large, complex and matrix corporate environment;
- Experience designing and implementing HR strategies and improving business processes globally.

Functional Skills & Competencies:

- Business savvy with ability to work and deliver results within a highly complex organizational environment (i.e. with diverse team, matrix structure, highly evolving operational context and staff working hardship locations);
- Ability to translate WFP's People Strategy into actionable plans that are relevant to WFP's strategic agenda and operational context;
- Strong change management and project management skills;
- Strategic thinker with strong partnerships, negotiation and analytical skills to influence senior management level;
- Exceptional communication skills and understanding of working with different cultures, government officials and other external partners.

Education:

- Advanced University degree in Human Resources Management. A first university degree in Human Resources Management, combined with a professional certification in the area of Human Resources Management would be acceptable.

Language:

- Working knowledge (proficiency/level C) of English;
- Working knowledge of the following UN official languages (Arabic, French, Spanish, Russian, Chinese or Portuguese) is a key asset.

Special Notice: Mobility is and continues to be a core contractual requirement in WFP. This position is however currently classified as “non-rotational” which means the incumbent shall not be subject to the regular reassignment process unless the position is re-designated as rotational or the incumbent applies and is reassigned to a rotational position.

Terms and Conditions

Selected candidate will be employed on a two-year fixed-term contract with a probationary period of one year. He/She will be required to travel abroad including to remote and difficult locations.

Competitive remuneration

WFP offers an attractive compensation and benefits package, including basic salary, post adjustment, relocation entitlement, travel and shipment allowances, 30 days’ annual leave, home leave, an education grant for dependent children, pension plan and medical insurance. For more details please visit icsc.un.org .

Application procedures:

Go to: <http://i-recruitment.wfp.org/vacancies/15-0017726>

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 1 and 2 in order for your application to be considered for this vacancy.

Deadline for applications: 13 May 2015

Qualified female applicants and qualified applicants from developing countries are especially encouraged to apply

WFP has zero tolerance for discrimination and does not discriminate on the basis of HIV/AIDS status.

No appointment under any kind of contract will be offered to members of the UN Advisory Committee on Administrative and Budgetary Questions (ACABQ), International Civil Service Commission (ICSC), FAO Finance Committee, WFP External Auditor, WFP Audit Committee, Joint Inspection Unit (JIU) and other similar bodies within the United Nations system with oversight responsibilities over WFP, both during their service and within three years of ceasing that service.

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Fighting Hunger Worldwide
www.wfp.org