

Approved

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World Vision



SOUTH SUDAN

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Our Vision for every Child, Life in all its Fullness; Our Prayer for every heart, the will to make it so

Building Brighter Futures for Vulnerable Children

JOB OPPORTUNITY AT WORLD VISION INTERNATIONAL - SOUTH SUDAN

World Vision is a Christian Relief, Development, and Advocacy Organization dedicated to working with Children, Families, and Communities to overcome poverty and injustice. World Vision serves all people, regardless of religion, race, ethnicity, or gender. All employment in World Vision is conditioned upon completing all applicable background checks, including criminal record checks where possible.

World Vision International - South Sudan is now seeking qualified and dynamic Individuals (Man or Woman) who are willing to share in our vision and promise to Children, to join us in the role below:

Job title: People & Culture (HR) Director
Reporting to: Country Programme Director
Location: Juba
Availability: As soon as possible

Purpose of the position:

To provide strategic leadership to WVI South Sudan in people management & organizational development 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. The position will provide leadership to implement WVs P&C strategic priorities and key initiatives.



ROLES AND RESPONSIBILITIES:

Ensuring Strategy development and execution

- Provide guidance and input to the senior leadership team in the development and 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 alignment with country, regional, and global strategic priorities.
- Spearheaded 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 Incident Management Team (IMT) and National Oversight Committee (NOC) to ensure the safety and security of staff and serve as a member of the National Disaster Management Team.

Promoting Leadership quality and sustainability

- Build National Office and Projects leadership's capacity, depth, and breadth to meet evolving leadership needs, realize Our Promise, and enable transformational mindsets and behaviors.
- Identify and nurture 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 the capacity development of staff to prepare staff to work with the required mindset and behaviors in the most vulnerable areas.
- Design and execute an orientation and onboarding strategy that will enable staff to understand our promise, and its implications on World Vision's fragile context program and prepare with the right mindset and behaviors 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 the spiritual development of Christian leaders, promote interfaith principles and values and oneness among Christians and staff of other faiths.
- Spearheaded the performance management process, strengthened the quality of performance, and promoted 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 labor laws.

Developing a Capable and available workforce

- Spearheaded the acquisition and prepositioning of a diverse and talented workforce by workforce planning for upcoming grants.
- Ensure that the National Office recruitment policy, system, and Processes are well established for acquiring the right talents with the required competencies, mindsets, and behaviors 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 the 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 the transformation of mindsets and behaviors 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.
- Develop a culture of innovation and continuous improvement.

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 the external environment that affect 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 their implication on P&C function.
- Consistently develop and maintain working relationships with SLT and different departments including field-based program managers.

Qualifications/Education/Knowledge/Technical Skills and Experience.

- 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, organizational development, or leadership development.
- Minimum of 5 years experience in a Senior Human Resources Management position in an international Non-Profit organization in conflict and fragile contexts.
- A few months of deployment experience in a fragile context.
- Experience in emergency response scenario planning process.
- Experience working with different country labor 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.

HOW TO APPLY

Interested candidates (**South Sudanese Nationals**) who meet the above criteria should submit their application, cover letter, and an updated CV with at least three referees with their telephone as per the instructions below:



Interested applicants should apply through the link:

Advert Duration	10 th December 2024 to 3 rd January 2025
Click this link/copy this to the browser & apply	https://worldvision.wd1.myworkdayjobs.com/WorldVisionInternational/job/Juba-South-Sudan/People-and-Culture--HR--Director_JR38393

The online open vacancy will automatically close on the date and time indicated. Any attempt to apply after the deadline won't go through.

Please note that only shortlisted candidates shall be contacted and documents once submitted will not be returned to the candidates.

World Vision is a child-focused organization that is committed to safeguarding all children as well as adult project participants and has zero tolerance for incidents of violence or abuse against children or adults, including sexual exploitation or abuse, committed either by employees or others affiliated with our work. Therefore, World Vision does not hire staff whose background is not suitable for working with children or vulnerable adults, even if their role does not interact directly with them.

Disclaimer: World Vision in South Sudan is a reputable organization that values transparency and fairness in its recruitment process and does not solicit any money for any job application. We encourage all job seekers to be cautious of any job ads that require payment or personal information upfront. If you have any questions or concerns about our job ads or recruitment process, please do not hesitate to contact us directly.

