

Vacancy Announcement

World Vision 

World Vision International Nepal (WVIN), an international Christian relief, development and advocacy organisation dedicated to working with children, families and communities to overcome poverty and injustice, is looking for potential Nepalese candidates to fill out the following position:

I. Position: Senior People & Culture (HR) Manager (One)-based in National Office, Lalitpur (Re-advertised)

Key Responsibilities: The Senior Manager – P&C exists to lead the P&C function and support the Senior Leadership Team (SLT) to reach WVIN's strategic objectives. This role will lead strategic planning for the P&C function, ensuring alignment between the team's activities and global strategic imperatives. The role will work to ensure the broader P&C function delivers effective fit-for-purpose business support to enable staff engagement, leadership development, organisational performance and end-to-end support for key people processes.

Minimum Qualifications, Experience and Competencies required for the position: A Masters degree in Human Resources/Organisational Development or similar from recognised university with at least 3 years experience (preferred) or a Bachelor's degree in Human Resources/Organisational Development with at least 5 years of experience; Should have Human Resources functional capabilities: Recruitment, HR Metrics, Remuneration, Performance Management, Employee Engagement, Leadership Development, Change Management; Good knowledge of employee relations procedures and Nepal Labour Law; Must have ability to lead teams and influence peers to ensure alignment with organisational policy and strategic objectives; Experience to develop strategic business solutions and adapts Human Resource priorities to enable delivery of organisational level strategic goals; Demonstrated coaching of senior leaders in both the 'how' and the 'what' to achieve organisational goals; Demonstrated ability to lead successful change projects ensuring the integration of strategy, culture and capability requirements; Should have facilitation skills to engage a Leadership level audience in decisions and follow through on outcomes; Must have analytical skills to identify insights from people metrics, change data and engagement results; Strong leadership ability to coach and mentor P&C team; Excellent oral and written English & Nepali; Demonstrated proficiency in computer applications including use of Microsoft Office; Ready to take initiatives and willing to work under pressure and exhibit a high level of flexibility; Hold a high level of integrity and honesty, self-motivated, confident, and able to work independently; Strategic, creative, and innovative thinking with decision making and problem solving skills; Good understanding of humanitarian Sector.

Candidates fulfilling the criteria mentioned above may send in their complete 'Curriculum Vitae (CV) with statement of purpose' by 22 July 2018 before 17:00 hours to the address mentioned below.

World Vision International Nepal
People & Culture Department
Email: NPL-Vacancy@wvi.org

World Vision International Nepal is committed to diversity and inclusion within its workforce, and encourage candidates of diverse background, women and differently abled, to apply. Only short-listed candidates will be called for the subsequent selection procedure

WVIN reserves all rights to qualify/disqualify applications in any case.