



Senior Strategic HR Business Partner P5

Human Resources Division

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 end global hunger. 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. Present in nearly 80 countries, 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 greatest strength is its 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.

[Click here to see who we are and what we do.](#)

[Click here to get an important message from our Director HR, Ms. Prerana Issar.](#)

About the role

WFP is committed to transform its Human Resources function to a strategic business partner. To achieve this, we need more outstanding HR professionals to contribute to a key moment in WFP's history - for the first time we are setting up a strategic HR capability to enable WFP to meet its vision of zero hunger.

We are currently recruiting a Senior Strategic Human Resources Business Partner (HRBP) as a key enabler of the business delivery in the Operations Services Department (OS) which governs the key functions that are closely linked to WFP operations (e.g. Logistics, Procurement, Policy, Programme & Innovation, Information Technology, etc.).

The position will be based in our headquarters in Rome, Italy, for an initial contract period of 11 months. Applications received for this job advertisement may be used to fill other HRBP positions that will become available in the future.

Key Responsibilities

The HRBP will be responsible for the following activities:

- Develop, promote and evaluate comprehensive, flexible and cost-effective solutions in the area of people management that meet the OS Department's needs in order to facilitate the effective operational deliverables;

- Develop and deliver the People Strategy aligned to the business objectives of the OS Department;
- Lead development and implementation of human capital and talent strategy for functional Divisions in the OS Department in collaboration with Centres of Expertise and HR Operational Services;
- Facilitate the review of the Organizational development, across the OS Department, including the alignment of office structures and staffing levels;
- Strengthen the performance management culture as a means of driving performance outcomes in the OS Department by ensuring a timely and qualitative goal setting, regular feedbacks and evidenced-based end of year assessment;
- Foster the acceptance of HR initiatives in the OS Department by driving appropriate change management, setting priorities, providing insights for the implementation of a people-centric culture, and coaching the business counterparts;
- Advise the OS managers on a broad range of HR issues, challenges and corporate risks, and provide effective solutions;
- Represent HR at business discussions and manage the relationship between HR and leading business decision makers;
- Ensure the delivery of the highest level of client service through deep understanding of client (business unit) needs;
- Demonstrate value and return of investment of recommendations to clients through the use of relevant facts sheets, financial and data analysis;
- Provide accountability for HR business results and overall customer satisfaction.

Qualifications & Experience Required

Experience:

- At least eleven years of postgraduate progressively responsible global experience as a HRBP providing deep insight into HR matters;
- A solid experience at both HR strategic and operational levels;
- Business partnering experience at executive management level.

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 language (Arabic, French, or Spanish) is a key asset.

Technical Skills & Competencies:

In order to shape HR strategy, programs, processes and services to fulfil business needs, a successful HRBP will need the following core skills and competencies:

- Deep business acumen and strategic business viewpoint;
- Excellent interpersonal and intercultural skills to influence and collaborate with stakeholders and subject matter experts across business functions, levels and geographical areas;
- Ability to work with ambiguity and build consensus across diverse and global teams;
- Ability to demonstrate high personal impact and influence to build a trusted advisor relationship with business leaders;
- Solid understanding of HR procedures, principles and concepts.

Competitive remuneration

We offer an attractive compensation and benefits package, including a competitive 11-month net base salary of USD74,046 plus post adjustment of around USD53,461, relocation entitlements which include an assignment grant of around USD24,000, travel and shipment allowances, 27.5 days' annual leave, pension plan and medical insurance.

Application procedures:

Go to: <http://i-recruitment.wfp.org/vacancies/14-0015039>

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: 14 May 2014

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.

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.

REF: 14-0015039

Fighting Hunger Worldwide
www.wfp.org