

Job Position : People & Culture Director

PURPOSE OF POSITION

To provide leadership for people management and organisation development in World Vision Foundation of Thailand with the aim to grow, enable and empower our greatest asset-our people –to live out our core values and contribute to the success of our Mission. Reporting to the National Director, this role leads P&C strategy to attract, retain and develop a diverse, talented and sustainable workforce, and to create an environment in which people are equipped and inspired to continuously learn, fulfil their potential and perform their roles to their maximum capability. The P&C Director drives improvements in P&C function accountability, agility, digitization and performance, ensuring alignment with global/regional and local policies, priorities and better-practices.

MAJOR RESPONSIBILITIES

Strategy, leadership and accountability. Ensure: 30%

- P&C strategy is aligned with regional and global P&C priorities and enables successful execution of the national office strategy
- Leaders benefit from expert & strategic P&C direction and guidance on all aspects of P&C activity, including organisation development, change management & people risk-management
- P&C metrics are measured, analysed, reported and used and a culture of data-driven decision-making built across the organisation
- P&C effectively engages with the WVFT Board

P&C operational capability and performance. Ensure: 20%

- P&C annual business and risk management plans and budget in place, implemented, monitored and adapted as needed
- P&C structured and staffed with the required capacity and mix of skillsets to implement P&C strategy
- P&C policies, systems, processes and services are effective, efficient and continuously improved
- P&C staff receive required direction and support to perform and grow
- P&C grow, feel cared for and can live out WVFT's core values
- A culture of collaboration, learning and continuous improvement is fostered within the team and reflected in how P&C interacts with other division/staff

Leader and manager capability Ensure :20%

- Talent Management & Succession culture and practice embedded in organisational life
- Effective and sustainable leader and manager development framework and solutions designed and delivered to meet priority needs, including leveraging of WV regional and external solutions
- WVFT leaders and managers equipped with the skills and tools to fulfill their people management responsibilities
- Senior leadership team benefits from effective individual and collective development to strengthen collaboration and performance

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Staff Engagement and Wellbeing. Ensure: 20%

- Effective design and management of Total Rewards strategy and solutions to attract and retain talented workforce, including Payroll management
- Annual Staff Engagement Survey implemented and leaders/staff empowered to take actions to address key issues/gaps
- Systems, mechanisms and solutions to drive staff engagement and opportunities to live-out WVFT's core values are delivered
- Strengthening of staff care approach and interventions
- Staff investigations are conducted appropriately

Stakeholder engagement. Ensure: 10%

- WVFT P&C seeks out, builds strong relationships with and engages in mutual learning opportunities with other WV offices and external partners
- WVFT P&C actively engages and collaborates with WV Regional and GC P&C
- Strategic relationships/networks with relevant national and international agencies are built and WVFT keeps abreast of local external environment and emerging trends and issues which may impact on organisation and people planning

KNOWLEDGE, SKILLS AND ABILITIES

- A strong track record of human resource management and experience of leading and managing P&C teams/functions/operations, showing the ability to adapt and problem solve and provide practical solutions for complex issues
- Minimum of 5 to 10 years' experience in a HR Leadership / Senior Human Resources Management position
- Demonstrated ability to provide strategic P&C leadership, including the areas of organizational development, culture change, talent management, leader development and employee engagement
- Strategic ability to influence direction and change in an organisation and the ability to communicate and implement this on a practical level, particularly in being an effective and trusted advisor to senior leaders and in interactions with the Board
- A proven ability to build, motivate, facilitate and engage a team, and play a key part in the wider management of an organization, towards delivery of key goals.
- Excellent communication, diplomacy, negotiation, influencing and conflict mediation skills and the ability to apply these across a range of diverse audiences.
- Excellent assessor of talent and demonstrated ability to nurture and develop others
- Demonstrated mindset and ability to seek out and embrace new and improved ways of working
 - Ability to work independently, and courage to make tough decisions

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หรือที่ : <https://www.worldvision.or.th/page/workwithus.html>

