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Description

The United Nations World Food Programme (WFP), a highly prestigious, reputable & world's largest humanitarian organization, operating in more than 120 countries and territories, bringing life-saving assistance in emergencies, building pathways to peace, stability and prosperity for people recovering from conflict, disasters and the impact of climate change and supporting sustainable and resilient livelihoods for a world with zero hunger.

At WFP, people are at the heart of everything we do and the vision of the future WFP workforce is one of diverse, committed, skilled, and high performing teams, selected on merit, operating in a healthy and inclusive work environment, living WFP's values (Integrity, Collaboration, Commitment, Humanity, and Inclusion) and working with partners to save and change the lives of those WFP serves.

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.

WFP SOUTH SUDAN CONTEXT

Since the independence in 2011, South Sudan continues to face a political crisis which manifests in insecurity associated with an economic crisis and a serious and protracted humanitarian crisis. WFP manages the largest humanitarian response in the country, reaching almost 4.9 million people in 2022. WFP also facilitates access for all other humanitarian agencies through its humanitarian air services and logistics support capacity. The Country Office encompasses approximately 1,300 employees across 15 Field offices providing assistance through the provision of vital life-saving food assistance using food distribution or cash-based transfers, school meals, malnutrition prevention and nutrition treatment activities, as well as asset creation and livelihood support.

The Country Office launches its recently developed 'Country Strategic Plan (CSP)' which closely links the Sustainable Development Goals and translates these into specific WFP Strategic Results, Outcomes, and Activities.

Human Resources Consultant

Hiring organization

World Food Program (WFP)

Employment Type

Temporary, Short Term Monthly

Industry

Humanitarian & Agriculture

Job Location

Juba, South Sudan

Valid through

26.05.2023

Responsibilities

JOB PURPOSE

To serve as Team Leader and provide strategic and operational HR support in conducting and implementing the Organizational Alignment Exercise planned for early 2023. The exercise will ensure the CO structure and staffing composition adequately meets the current and future needs of the Country Strategic Plans. The exercise will facilitate the CO system goal of moving to area-based programming by transitioning to an area office model to strengthen its field capacities, moving resources to where it is needed the most.

The exercise will benchmark against other CO structures and ensure a systemised and standardised approach to its structure review with the appropriate application of contractual modalities. The project aims to ensure the CO has the right staffing size, profiles, within its budgetary limitations.

Under the overall technical guidance of the Senior HR Business Partner, the exercise will be conducted in two phases:

- Phase I: Organizational Structure Alignment and Contract Review Exercise
- Phase II: Implementation of Organizational Alignment Exercise

Qualifications

STANDARD MINIMUM ACADEMIC QUALIFICATION

- *Advanced university degree in Human Resource Management, Public or Business*
- Administration, Industrial Psychology or other relevant field, or First University
- degree with additional years of related work experience or trainings/courses.

MINIMUM EXPERIENCE REQUIREMENT

- Minimum of 6 years of progressively responsible relevant work experience and expertise in HR Mgt, Organisational Design and Talent Acquisition

- At least 2-3 years' experience in organizational transformation projects
- Demonstrated ability to manage projects and handle HR operations
- Track record of successful project delivery
- Experience of managing small teams of staff
- Experience within WFP and/or other UN agencies is desired

LANGUAGE REQUIREMENT

Working knowledge (proficiency level C) of English is required

KNOWLEDGE AND SKILLS

- People Management and Leadership Skills
- Change Management and Project Management
- Ability to quickly build credibility with stakeholders
- Ability to work well with a diverse team, cultural sensitivity and demonstrated business partnering skills
- Creative problem solver, flexible and constructive approach
- Ability to draft clear concise reports for human resources decisions.
- Good communication skills with the ability to persuade, influence and adapt communication style to different situations and individuals.
- Ability to work calmly under pressure and prioritise multiple requests
- International HR work experience

4Ps CORE ORGANISATIONAL CAPABILITIES

Purpose

- Understand and communicate the Strategic Objectives: Utilizes understanding of WFP's Strategic Objectives to communicate linkages to team objectives and work.
- Be a force for positive change: Proactively identifies and develops new methods or improvements for self and immediate team to address work challenges within own work area.
- Make the mission inspiring to our team: Identifies opportunities to further align individual contributions with WFP's mission of making an impact on local communities.
- Make our mission visible in everyday actions: Helps colleagues to see the link between their individual tasks and the contributions of their unit's goals to the broader context of WFP's mission.

People

- Look for ways to strengthen people's skills: Is able to identify, support and encourage focused on-the-job learning opportunities to address gaps between current skillsets and needed future skillsets for WFP.
- Create an inclusive culture: Recognizes the contributions of teammates, and encourages contributions from culturally different team mates to recognise the value of diversity above and beyond just including it in programming for beneficiaries.
- Be a coach & provide constructive feedback: Provides and solicits ongoing constructive feedback on strengths and development opportunities to help develop individual skills, whilst also helping others identify areas for improvement.
- Create an "I will"/"We will" spirit: Sets clear targets for self and others to focus team efforts in ambiguous situations (e.g., unprecedented issues and/or scenarios).

Performance

- Encourage innovation & creative solutions: Thinks beyond team's conventional approaches to formulate creative methods for delivering food aid and assistance to beneficiaries.
- Focus on getting results: Maintains focus on achieving individual results in the face of obstacles such as volatile or fragile environments and/or organizational roadblocks.
- Make commitments and make good on commitments: Takes personal accountability for upholding and delivering upon team's commitments and provides assurance to stakeholders.
- Be Decisive: Demonstrates ability to adjust to team's plans and priorities to optimize outcomes in light of evolving directives, while also responding quickly in high-pressure environments, such as in emergency settings.

Partnership

- Connect and share across WFP units: Demonstrates an understanding of when and how to tactfully engage other units in conversations on impact, timing, or planning.
- Build strong external partnerships: Networks regularly with key external partners using formal and informal opportunities to understand each partner's unique value proposition, and to build and strengthen relationships.
- Be politically agile & adaptable: Demonstrates ability to adapt engagement approach in the context of evolving partner circumstances and expectations.
- Be clear about the value WFP brings to partnerships: Demonstrates ability

to articulate to internal and external audiences the value that individual contributions and immediate teams bring to partnerships.

APPLY NOW