

## Regional Chief of Human Resources, P-5 at UNICEF

[Apply Now](#)

Company: JobWebKenya

Location: Kenya

Category: business-and-financial-operations

### Job Description

(adsbygoogle = window.adsbygoogle || []).push({});

UNICEF is the world's largest provider of vaccines for developing countries, UNICEF supports child health and nutrition, good water and sanitation, quality basic education for all boys and girls, and the protection of children from violence, exploitation, and AIDS. UNICEF is funded entirely by the voluntary contributions of individuals, businesses, foundations and governments.

### For every child, a future!

As incumbent of this position, you will be based in the Eastern & Southern Africa Region (ESARO), reporting to the Deputy Regional Director, and providing leadership in strategic Human Resources (HR) management to twenty-one country offices and the regional office. You will have direct supervisory responsibility of the Regional HR, whilst providing oversight to the country offices' HR leads

### How can you make a difference?

As Regional Chief of Human Resources, you will provide strategic vision and oversight on human resources function in UNICEF Eastern & Southern Africa Region (ESARO). You will be the first technical point of reference for country offices on HR management in the region and an expert adviser to the Regional Director/Deputy Regional Director, the Regional Management Team and Country Offices on the formulation, application, and implementation of regional HR goals, strategic approaches, policies, and best practices on human resource management in alignment with global HR strategies. Located in the Regional Office for

ESAR in Nairobi, Kenya and reporting directly to the Deputy Regional Director, you will lead the implementation of HR priorities across the region and have direct supervisory responsibility of the Regional HR team and matrix management relationship to country office HR Chiefs.

**The successful individual will be responsible for the following key accountabilities:**

### **Management Excellence**

Promote management excellence in the office by ensuring accountability in all areas of HR and by demonstrating a high level of skills in the management of human resources including staff selection based on merit and the needs of the organization, staff counselling, systematic and equitable performance management, and staff well-being and development.

Monitor compliance with all systems and procedures and ensure management integrity and accountability with high quality standards in all activities in HR; ensure the implementation of agreed audit recommendations; advise on corrective measures to be taken and establish relevant internal controls.

Keep abreast of global and regional HR development trends and priorities to determine strategies, approaches, and innovations for global development of policies and procedures best suited for the region to ensure the ability of the organization to recruit, retain, develop, compensate and motivate a diverse body of highly qualified staff.

Contribute to the culture and diversity journey for ESARO and offices in the region, in collaboration with management and other stakeholders. Provide strong support to staff wellbeing including the establishment of a values based, diverse, equitable, inclusive, and enabling workplace culture.

### **Strategic HR Planning and Management**

Provide ongoing strategy guidance, interpretation, and technical support to management of the ROs and COs in all areas of HR management. Provide expert support in the planning of budgets, staffing, organization design, and change management. Provide feedback and make recommendations from a field perspective on the establishment and improvement of systems and internal control and resolution of HR issues.

Assist in identifying, addressing, and monitoring gender disparities and gender inequities in HR across all UNICEF country offices in the region.

Contribute to the formulation of corporate HR strategies and implementation. Liaise with country offices and HR staff to facilitate the implementation of regional HR priorities, and quality assurance.

### **Recruitment, Selection and Placement**

Facilitate workforce plans, effective outreach, and resourcing strategies to attract diverse talented candidates. Provide advice and oversight on organizational policies and principles to select talented and diverse staff in the region. Lead international professional (IP) recruitment for the regional office.

Support the HR needs for national professional officers, general service, and temporary staff by implementing proper and expedient recruitment procedures. Support the RD in the approval of recruitment of national officers ensuring compliance with organizational standards for recruitment of highly qualified staff aligning with policies and guidelines, standards of ethics, and transparency.

Advise on and promote rosters for surge capacities for emergency response; promote efficient models to hire consultants; and explore innovative approaches to establish and monitor shared posts for efficiency in the regional context. Promote equity, transparency, and consistency in the selection and placement of staff.

### **Policy Implementation and HR Administration**

Promote equity, transparency and consistency in the interpretation, determination, implementation, and administration of HR policy, procedures, and guidelines on all HR related matters applicable to the staff.

Ensure timely, equitable, transparent, and systematic administration of all HR benefits, entitlements, contracts renewal and termination, performance management, and other HR activities.

In close coordination with the Country Offices and DHR, oversee to implement and administer the equitable, transparent, and efficient GS job classification system throughout the region in compliance with the established job classification policy, guidelines, procedures and

### **Learning and Development and HR Capacity Building**

Support the Regional HR Development Committee (HRDC) in establishing staff learning and development priorities for the region. Determine strategic learning needs in consultation with organizational units in the field to identify organizational competency gaps.

Review country office strategic learning plans and learning budget allocation. Facilitate executive coaching programmes for the region and establish staff capacity-building initiatives. Enhance HR management capacity in the Region and strengthen staff competencies to meet the organization's present and future requirements.

### **Innovation, knowledge management and capacity building**

Promote critical thinking and innovative approaches and good practices in the region for effective human resource management and services.

Keep abreast, research, benchmark and implement best and cutting-edge practices in HR management and information systems. Institutionalize and share best practices and knowledge learned throughout the region.

Lead and/or contribute to develop regional/global policies and procedures and introduce innovation and best practices to ensure optimum efficiency and efficacy of HR management.

### **Staff and Management Relationship Management**

Monitor staff/management issues and support/advise management and staff as appropriate to improve relations and resolve HR issues. Provide support to the staff-management bodies in the capacity of HR focal point in the region and the Regional Office.

### **Inter-agency Cooperation, Networking and Partnerships**

Ensure active coordination of HR initiatives with other agencies. Maintain effective and steady communication or working relations with UN Agencies to seek harmonization as well as new ways to enhance effective HR management and development in UNICEF. Support common strategies and approaches for enhancement of the HR reform within the Common system.

### **Emergency Preparedness and Response**

In coordination with management and the staff, plan and ensure effective emergency preparedness and rapid.

Assist in monitoring and assessing the emergency preparedness plans in COs including its

validity for the current crisis, i.e., the security situation and immediate actions needed, the ability of the office to function, the funds that have been reallocated from existing sources, etc. Advise on adapting the emergency preparedness and response plan as necessary, with particular attention to gender issues that may be expected to intensify during emergencies.

**To qualify as an advocate for every child you will have...**

An Advanced University Degree (Master's) in human resource management, business management, international relations, psychology, or other related social science field is required.

A minimum of ten years of increasingly responsible professional experience, with an international organization and/or large corporation at the national and international levels, in human resources planning and management is required.

Demonstrated success in building, leading, or managing teams of high-performing individuals

Creates and encourages a climate of teamwork and collaboration in a multi-cultural environment.

Analyzes and integrates potentially conflicting numerical, verbal, and other data from several sources.

Previous experience in change management /innovation projects for organizational efficiencies is highly desirable

Fluency in English is required. Knowledge of an additional UN Language (French, Arabic, Chinese, Russian, and Spanish) is considered a strong advantage.

[Apply Now](#)

**Cross References and Citations:**

**1. Regional Chief of Human Resources, P-5 at UNICEF** [MoscowjobsJobs Kenya](#)

[Moscowjobs](#) ↗

2. Regional Chief of Human Resources, P-5 at UNICEF [Jobscanada Jobs Kenya Jobscanada ↗](#)
3. Regional Chief of Human Resources, P-5 at UNICEF [Technologyjobs Jobs Kenya Technologyjobs ↗](#)
4. Regional Chief of Human Resources, P-5 at UNICEF [MaintenancejobsJobs Kenya Maintenancejobs↗](#)
5. Regional Chief of Human Resources, P-5 at UNICEF [Schooljobsnearme Jobs Kenya Schooljobsnearme ↗](#)
6. Regional Chief of Human Resources, P-5 at UNICEF [TruckjobsnearmeJobs Kenya Truckjobsnearme↗](#)
7. Regional Chief of Human Resources, P-5 at UNICEF [DatasecurityjobsJobs Kenya Datasecurityjobs↗](#)
8. Regional Chief of Human Resources, P-5 at UNICEF [Londonjobs Jobs Kenya Londonjobs ↗](#)
9. Regional Chief of Human Resources, P-5 at UNICEF [Weldingjobs Jobs Kenya Weldingjobs ↗](#)
10. Regional Chief of Human Resources, P-5 at UNICEF [Londoncareerhub Jobs Kenya Londoncareerhub ↗](#)
11. Regional Chief of Human Resources, P-5 at UNICEF [Astronomyjobs Jobs Kenya Astronomyjobs ↗](#)
12. Regional Chief of Human Resources, P-5 at UNICEF [Searchamericanjobs Jobs KenyaSearchamericanjobs ↗](#)
13. Regional Chief of Human Resources, P-5 at UNICEF [Servicemanagementjobs Jobs KenyaServicemanagementjobs ↗](#)
14. Regional Chief of Human Resources, P-5 at UNICEF [Dentistjobs Jobs Kenya Dentistjobs ↗](#)
15. Regional Chief of Human Resources, P-5 at UNICEF [Governmentjobsnearme Jobs KenyaGovernmentjobsnearme ↗](#)
16. Regional Chief of Human Resources, P-5 at UNICEF [Restaurantjobsnearme Jobs KenyaRestaurantjobsnearme ↗](#)
17. Regional Chief of Human Resources, P-5 at UNICEF [Minneapolisjobs Jobs Kenya Minneapolisjobs ↗](#)
18. Regional Chief of Human Resources, P-5 at UNICEF [Chemistryjobs Jobs Kenya](#)

## Chemistryjobs ↗

19. Regional chief of human resources, p-5 at unicef Jobs Kenya ↗
20. AMP Version of Regional chief of human resources, p-5 at unicef ↗
21. Regional chief of human resources, p-5 at unicef Kenya Jobs ↗
22. Regional chief of human resources, p-5 at unicef Jobs Kenya ↗
23. Regional chief of human resources, p-5 at unicef Job Search ↗
24. Regional chief of human resources, p-5 at unicef Search ↗
25. Regional chief of human resources, p-5 at unicef Find Jobs ↗

Source: <https://ke.expertini.com/jobs/job/regional-chief-of-human-resources-p-5-at-unicef-kenya-jobwebkenya-3c7f32cb7c/>

Generated on: 2024-05-04 by Expertini.Com