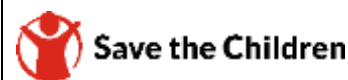


SAVE THE CHILDREN INTERNATIONAL ROLE PROFILE



Position Title: Senior Lead, People Partner

Position ID: NEW0000134

| | | | |
|---------------------------|---|--|---|
| Team | People Partnering | Grade | P6 |
| Reports To (Title) | Director, People Partnering | Contract Length | Permanent |
| Location | Any approved SCI office location in the Middle East, North Africa, Eastern Europe (MENAEE) region | Time-zone [the time-zone that the role holder must be available to work in] | MENAEE Time Zones (UTC/GMT + / - 3 hours) |
| Languages | English essential Arabic would be desirable | Positions Available | 1 |

Team and Role Purpose

Team purpose

To partner with global functions and designated country offices to deliver strategic people plans and challenge, coach and advise leaders in order to enhance organisational effectiveness while fostering a culture of inclusion and continuous improvement. Our team exists to ensure alignment between regional operational needs and global strategies, ensuring that all leaders are equipped with the skills and support necessary to drive success. We are committed to aligning people priorities with the overall mission of the organization, while maintaining flexibility and responsiveness to the unique challenges faced by each region.

Role purpose

To partner senior functional and Country leaders to design and deliver strategic people plans, ensuring that our organisational goals and objectives are achieved through effective people management and development. This role exists to build and maintain relationships that foster inclusiveness and help drive a culture of equity and innovation, empowering diverse talent across all levels. The role will help build people capability, and to shape and implement effective people strategies and activities across the organisation. By aligning our people strategies with our mission, values and Diversity, Equity, and Inclusion principles, the People Partner coaches leaders to maximise organisational performance within Save the Children International.

Principal Accountabilities

- Partner Senior Leadership Team members and Regional Directors to develop and implement strategic people plans that align with the organisation's mission, values, and Diversity, Equity, and Inclusion principles to enhance organisational performance.
- Foster and maintain collaborative relationships with senior leaders to support an inclusive culture, promoting equity and innovation throughout the organisation.
- Coach, challenge and empower leaders in effective people management and development practices, ensuring accountability and performance improvement across teams.
- Implement and drive workforce planning and resourcing strategies to ensure a sustainable and effective workforce, aligning with the organisational goals and priorities.
- Coordinate the delivery of agile and responsive HR support that effectively addresses the evolving needs of leaders and their teams, in alignment with organisational objectives.
- Oversee all people issues, including complex employee relations cases, to maintain a respectful and productive work environment ensuring resolution and driving prevention.
- Partner with senior leaders to design and deliver targeted people solutions aligned with the organisation's people priorities, ensuring a focus on leadership development, talent management, wellbeing, employee engagement, effective employee relations, and diversity and inclusion.

Please note - in addition to the geographical alignment this role will also be aligned with and provide partnership to one or more of the functions. This will be discussed with candidates during the interview process to ensure the most effective combination of geography and function is achieved.

Budget

N/A

People Management Responsibility (direct/indirect reports)

Number of people managed in total: N/A

Manager of a team: No

Team Manager (manager of multiple teams): No

Size of Remit

Global

Travel Requirements

International travel required: Yes

Percentage of required for travel: Up to 10%

Key Relationships

Internal (excluding direct team and manager)

- Senior Leadership Team
- Regional Director
- Country Directors

Competencies

Cluster: Leading Competency: Leading and inspiring others Level: Leading Edge Behavioural Indicator: Creates and engages others in a shared vision and strategy that will deliver more for children.

Cluster: Leading Competency: Developing self and others Level: Leading Edge Behavioural Indicator: Creates and enables a learning culture that supports the development of staff.

Cluster: Thinking Competency: Problem solving and decision making Level: Leading Edge Behavioural Indicator: Takes calculated risks and has the courage to stand by those decisions when appropriate despite resistance.

Cluster: Thinking Competency: Innovating and adapting Level: Leading Edge Behavioural Indicator: Drives innovation and breakthrough solutions to improve outcomes for children.

Cluster: Engaging Competency: Communicating with impact Level: Leading Edge Behavioural Indicator: Delivers influential advice and briefings to internal and external audiences to build the call for action.

Cluster: Engaging Competency: Working effectively with others Level: Leading Edge Behavioural Indicator: Builds an organisation which reflects the communities in which we work.

Experience and Skills

Essential

- Significant experience in global or multi-country senior HR roles with a focus on strategic HR initiatives driving organisational change and innovation, including a focus on DEI strategies.
- Extensive experience in coaching and developing senior leaders in effective people management practices.

- Considerable experience in talent management, succession planning, and leadership development.
- Demonstrated ability to develop strategic initiatives that align with the organisation's mission and values
- Proven ability to build and maintain effective relationships with senior leaders, peers and external partners and able to coach, challenge, and influence senior leaders to enhance organisational performance
- Communication: Outstanding verbal and written communication skills, capable of effectively addressing diverse audiences and conveying complex concepts clearly.
- Cultural Competency: Proficiency in promoting inclusivity and respect across diverse cultural backgrounds
- Strong analytical and problem solving skills combined with the ability to use insights from data to inform decision making
- Ability to manage multiple priorities and deliver projects on time and within scope and budget

Desirable

- Experience in the non-profit or humanitarian sector preferred, with a demonstrated understanding of the unique challenges and opportunities in these environments.
- Fluency in Arabic (written and verbal)

Education and Qualifications

Essential

- Advanced knowledge of HR principles and best practices, including employee relations, talent management, organisational development, and diversity, equity, and inclusion.
- Recognised HR qualification

Safeguarding

We need to keep children and adults safe so our selection process includes rigorous background checks and reflects our commitment to the protection of children and adults from abuse.

Level 1: A basic criminal record background (DBS) check is required/equivalent police record check.

Diversity, Equity and Inclusion and Equal Opportunities

Diversity, Equity and Inclusion is core to our vision, values and global strategy. Save the Children is committed to creating a truly diverse, equitable and inclusive organisation, and one which will support us in our vision to ensure every child attains the right to survival, protection, development, and participation.

We are committed to equal employment opportunities, regardless of gender, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs and religion. We are committed to diversifying our staff to better represent the communities we serve and actively welcome underrepresented groups to apply.

Reasonable adjustments will be made should any candidate invited to interview require this.

Additional job responsibilities

The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience.

Version Control and Approval

| Version | Date | Author | Reviewer | Approver |
|---------|----------|---------------|-----------------|---------------|
| 4 | 26/11/24 | Senait Zenebe | Ishbel Morrison | Senait Zenebe |

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