

# **Food and Agriculture Organizations of the United Nations (FAO)**

## **CALL FOR EXPRESSIONS OF INTEREST**

### **Human Resources Consultant Roster – Professional**

#### **Vacancy No. IRC2464**

**Deadline for Applications: 7 February 2014**

The Office of Human Resources (OHR) provides the overarching framework for organizational human resource management. HR programmes, products, and services are developed and delivered by the Human Resources Support (CSP) branches and the Office of the Director to ensure a workforce of excellence for the achievement of organizational results.

The Organizational Design & Post Management Unit (CSPP) provides advice, review and approval of position management and organizational design-related actions. A need to strengthen capacity in this period of transition where CSPP's work is shifting to an enhanced HR advisory role with the introduction of generic job profiles for General Service and Professional function as well as the overall analysis and implementation of staffing proposals in the context of the Programme of Work and Budget 2014/2015.

#### **Who are we looking for:**

- FAO is currently looking for HR Consultants to provide support in and advice in the following areas of work: conduct organizational studies, structural and job reviews; prepare reports and recommendations following such reviews;
- carry out classification reviews and prepare reports ensuring adherence to policy and consistency of approach;
- analyze complex issues relating to classification and position management and provide recommendations and solutions;
- provide advice on workforce and succession planning to support dynamic evolution of structures and effective deployment of post resources.

#### **Candidates should meet the following general requirements:**

- University degree in Human Resources Management, Public or Business Administration or a related field
- Five years of relevant experience in human resources management including experience in workforce planning, staffing, organizational design and job classification
- Working knowledge of English essential. Working knowledge of French or Spanish would be an asset.
- Excellent report writing skills
- Experience in an international organization in particular in the UN Common System is considered a strong asset

#### **Candidates should meet the following general competencies:**

- Results Focus
- Teamwork
- Communication
- Building Effective Relationship
- Knowledge Sharing and Continuous Improvement

#### **Additional Information**

All applications will be reviewed and qualified applicants will be contacted for a competency based interview. If selected, candidates will be notified of their inclusion on the HR Roster.

#### **How to apply**

All applications are to be made through FAO's **iRecruitment** system. Click on the link below to access **iRecruitment**, complete your online profile and apply for this Call for Expression of Interest.

<http://www.fao.org/employment/irecruitment-access/en/>

In order for your application to be properly evaluated, please ensure that all sections of your iRecruitment account are completed. Incomplete applications will not be evaluated.