



Food and Agriculture Organization of the United Nations

Vacancy Announcement No. IRC2622 Deadline for Applications: 14 October 2014

Title	Deputy Director, Office of Human Resources (OHR)
Grade	D-1
Number	unidentified
Duty Station Location	Rome, Italy

Summary of Duties and Functions

Under the direct supervision of the Director, OHR, the incumbent will specifically:

- propose to the Director, formulation and administration of the Organization's HR management programmes, including organization development, position management, recruitment, staffing reviews, staff evaluation and development, payroll and social security, and notably with the effective implementation of the corporate HR strategy and policy framework;
- support the Director in the overall management responsibilities including planning, strategic vision, advice and quality control, supervising and ensuring the implementation of OHR's approved work plan as well as the cost-effective use of financial and human resources (staff and non-staff);
- conduct collaborative initiatives and negotiations with other UN common system organizations to develop common policies and practices in human resources management matters;
- oversee the introduction of HR processes required to promote the HR function as a strategic partner to management;
- deal with periodic external reviews of HR management practices and ensure the timely execution of action in follow-up to the recommendations arising from those reviews, including the identification of proposals for further streamlining of current HR processes;
- propose to the Director the formulation of organizational policy positions on HR management related issues to be advocated within the UN inter-agency and common system fora and before the Organization's governing bodies;
- manage directly substantive areas of the corporate human resources management programmes, including the HR regulatory framework, HR planning, entitlements and benefits, payroll, HR management information reporting, insurances, compensation and pension;
- lead organizational change programmes, such as implementation of new human resources management systems, organizational restructuring and staff redeployment;
- liaise with and coordinate the three Shared Services Centre-hubs (Budapest, Santiago, Bangkok);
- manage the conduct of research and preparation of comparative analyses of HR management policies, systems and techniques and their applicability and/or adaptability to the Organization's human resources requirements;
- represent the Organization at external and inter-agency meetings as requested;
- perform other related duties as required.

General Requirements

- Advanced university degree in Human Resources Management, Social Sciences, Economics, Business, Public Administration or related field;
- Extensive professional experience in the field of human resources and administrative management, including in-depth knowledge and substantive experience in HR strategy, policy and planning formulation work as well as of UN common system benefits and entitlements;
- Working knowledge of English, French or Spanish and limited knowledge of one of the other two or Arabic, Chinese or Russian.

Leadership Competencies

Results focus: Takes accountability for the delivery of agreed results in service of FAO's strategic framework - **Leading, engaging and empowering others:** Coordinates, directs, facilitates and recognizes team efforts; creates an enabling environment and assists others to realize and develop their potential - **Communication:** Encourages and contributes to clear and open communication - **Partnering and Advocating:** Promotes ideas and develops

partnerships to advance the Organization's work - **Knowledge sharing and continuous improvement:** Continually seeks to improve the knowledge, skills and work processes of oneself and others - **Strategic thinking:** Makes informed and coherent decisions aligned with broader goals and strategies.

Please note that all candidates should adhere to FAO values of *Commitment to FAO, Respect for all and Integrity and Transparency.*

Remuneration

FAO adheres to the UN common system of salaries, allowances and benefits. General information regarding salaries and allowances can be found at the International Civil Service Commission Web site: <http://icsc.un.org/>.

How to Apply

To apply, visit the iRecruitment website at <http://www.fao.org/employment/irecruitment-access/en/> and complete the on-line application. Only applications received through iRecruitment will be considered.

Vacancies will be removed from iRecruitment at 23:59 Central European Time (CET) on the deadline for applications date. We encourage applicants to submit the application well before the deadline date.

If you need help, or have queries, please contact: iRecruitment@fao.org