

Vacancy No. OHR/263/12

Title	Director, Office of Human Resources, OHR
Grade	D-2
Number	0037109
Duty Station Location	Rome, Italy
Summary of Duties and Functions	<p>Under the direct supervision of the Director-General, the Director, OHR, is responsible for directing and managing the entire function of Human Resources (HR), and for the establishment and implementation of the overall corporate human resources strategy, ensuring its alignment with the vision and goals of the Organization. He/She provides global leadership and strategic direction on HR issues and ensures best-practice delivery of human resources services, with the enhanced engagement of the Senior Management team. Specifically will:</p> <ul style="list-style-type: none"> • plan, develop, organize, direct, implement and evaluate FAO's HR function and performance through the effective implementation of the corporate HR strategy and policy framework; • exercise overall responsibility and accountability for all HR activities within the Organization, wherever the activities are carried out; • enhance, develop and integrate innovative HR practices, policies and systems to address the Organization's changing needs, to promote the HR function as a strategic partner to management and to improve the overall strategic effectiveness and operational efficiency of the Organization, including HR information systems for the critical analysis of the HR function itself and the Organization's staff and non-staff resources; • actively participate in FAO's programs from the perspective of the impact on people, and advise the Director-General on organizational development initiatives; • develop staffing strategies and innovative motivation and incentive programmes based on staff performance, through the implementation of a corporate competency framework; • manage employee communication and organizational culture initiatives in order to enhance FAO's capabilities; • exercise overall management responsibility, including planning, for OHR's programme of work, within the framework of the FAO Strategic Framework and the Medium Term Plan, as per results-based management principles; • evaluate the structure of the overall HR function for continual improvement in effectiveness and efficiency, establish an HR transformation programme in line with strategic requirements and closely oversee the development of the HR business partnership approach to enhance the credibility of the HR function; • 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; • maintain knowledge of latest insights on key HR practices at the national and international levels as well as within the UN common system, and advocate the Organization's HR strategies and policies within the UN inter-agency fora for HR matters; • represent the Organization in high-level meetings and other relevant events dealing with strategic and policy issues in the area of human resources.

General Requirements	<ul style="list-style-type: none"> • Advanced university degree with specialization in human resources management • Proven intellectual, managerial and technical leadership of a high order in the relevant subject areas • Proven track record in the development and implementation of human resources management policies and programmes in an international organization, national government or other large organization • Working knowledge of either English, or French or Spanish; and limited knowledge of any of the other two or Arabic, or Chinese or Russian • Ability to lead and work effectively with people of different national and cultural backgrounds in an international setting
Managerial Competencies	<p>Strategic vision: Capacity to develop a vision, mission and strategies and to focus on the needs of member countries and to adjust strategies to take changing circumstances into account. Managing people: Fosters team spirit through building trust and commitment to common objectives and recognising team successes. Result Orientation: Demonstrates an ability to manage programmes and projects efficiently under shifting priorities, in order to achieve targets. Partnering: Negotiates effectively with partners to enable successful outcomes for all stakeholders and actively supports inter-disciplinarity across FAO. Strong Communication Skills: Demonstrates a high level of communication skills in promoting the Organization's messages.</p>
Remuneration	<p>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</p>
How to apply	<p>Applications should be submitted by 18 October 2012, using the FAO Personal History Form to the Office of the Directeur de Cabinet, FAO, Viale delle Terme di Caracalla, 00153, Rome, Italy or sent by e-mail to: Senior-vacancies@fao.org (An additional Curriculum Vitae and/ or cover letter may also be included as part of the application if desired)</p>