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| **ROLE PROFILE: head, Talent Attraction, Selection & Development** | |  |
| Position Title: | Head, Talent Attraction, Selection & Development |
| Position ID: | 924117216 |

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| **Team** | Talent & Learning | **Grade** | M4 |
| **Reports To (Title)** | Director of Talent & Learning | **Contract Length** | Permanent |
| **Location** | Any existing SCI office location | **Time-zone** | Any |
| **Languages** | Any | **Headcount** | 1 |

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| **Team and Job Purpose** |
| **Team purpose**  To develop and implement innovative talent and learning strategies that attract, select, and nurture diverse talent in alignment with the organisation’s strategic objectives, fostering a culture of continuous improvement and inclusivity while ensuring compliance with organisational policies and principles of equity. By overseeing global talent management, succession planning, performance management, and leadership development, the team ensures leadership continuity and organisational growth. Through evaluating the effectiveness of these programmes, the team drives continuous improvement, equipping all employees with the skills and knowledge necessary to contribute to an inclusive and supportive workplace.  **Role purpose**  To lead the overarching strategy and execution of talent attraction, selection, and development at Save the Children International, ensuring alignment with organisational objectives and collaboration with key stakeholders. This role is vital in shaping and implementing effective talent acquisition strategies, leveraging data-driven insights to continually evolve our approach and optimise performance management. By fostering a commitment to our Employee Value Proposition, the Talent Attraction, Selection, and Development Lead plays a central role in cultivating an inclusive, equitable, and high-performing workforce. |

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| **Principal Accountabilities** |
| * Owns overall talent strategy, goals, processes and works collaboratively with people partners, country teams, leadership to execute. * Owns talent acquisition strategy , including assessment and selection and quality checking (KPI), capability . * Uses data and insights to make recommendations that inform talent strategy that align with overall goals. * Owns Employee Value Propositions and works collaboratively to embed * Develops and maintains performance management strategy, ensuring that is aligned with overall organisational needs and goals * Work with OE and other stakeholders around aligning workforce strategy planning |

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| **Budget** |
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| **People Management Responsibility** (direct/indirect reports) |
| Number of people managed in total: 1  Manager of a team: Yes  Team Manager (manager of multiple teams): No |

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| **Size of Remit** |
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| **Travel Requirements** |
| International travel required: Yes  Percentage of required for travel: Less than 5% |

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| **Key Relationships** |
| **Internal** (excluding direct team and manager)  Regional Director, Country Directors, People Partners, Country HR teams, Talent Acquisition  **External** |

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| **Competencies** |
| Cluster: Leading  Competency: Developing self and others  Level: Leading Edge  Behavioural Indicator: Ensures that development opportunities, resources, and time are equally available to all  Cluster: Leading  Competency: Leading and inspiring others  Level: Leading Edge  Behavioural Indicator: Inspires people to reach the highest standards of performance and to feel a sense of pride in belonging to the organisation  Cluster: Thinking  Competency: Problem solving and decision making  Level: Leading Edge  Behavioural Indicator: Identifies and addresses root causes of long-term problems facing the organisation    Cluster: Thinking  Competency: Innovating and adapting  Level: Leading Edge  Behavioural Indicator: Sponsors initiatives to ensure that people, processes, and technology create an agile organisation responding quickly to external events  Cluster: Engaging  Competency: Working effectively with others  Level: Leading Edge  Behavioural Indicator: Creates an environment which promotes diversity and does not tolerate discrimination  Cluster: Engaging  Competency: Communicating with impact  Level: Leading Edge  Behavioural Indicator: Projects confidence and authority to influential audiences and makes the most of subject matter even when it’s less familiar |

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| **Experience and Skills** |
| **Essential**   1. Extensive experience; Developing and implementing talent and performance management strategies and initaitives with a focus on aligning such strategies to broader organisational objectives 2. Significant experience in thought leadership related to talent attraction, selection, development an d performance management strategies 3. Substantial experience in senior HR generalist or specialist roles, with experience in practical implementation 4. Significant experience in integrating diversity, equity, and inclusion into our talent agenda 5. Considerable experience in adapating talent and perfomance in different geographcial contexts 6. Strategic Thinking: Ability to craft and execute an effective talent and performance management strategy aligned with organisational goals. 7. Data Analysis: Proficiency in using data and insights to inform and shape talent strategies. 8. Communication and interperonal Skills: Exceptional relationship building skills with a commitment to fostering an inclusive environment combined with excellent verbal and written communication skills. 9. Problem-Solving: Creative and innovative approach to problem-solving and process improvement. 10. Adaptability: Ability to navigate and lead through change in a dynamic environment.   **Desirable** |

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| **Education and Qualifications** |
| **Essential**  **Desirable** |

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| **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. |

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| **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. |

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| **Version Control and Approval** | | | | |
| Version | Date | Author | Reviewer | Approver |
| 4 | 20/9/24 |  | Ish |  |