

**JOIN US!**

**Save the Children international is the world's leading independent organization for children working to deliver change for children in around 120 countries around the world.**

**We are operating in 9 countries in West & Central Africa (Senegal, Mali, Ivory Coast, Burkina Faso, Niger, Nigeria, Sierra Leone, Liberia and DRC) with a $ 524 M portfolio and a significant growth over years.**

**With programs in Health, Nutrition, Education, Protection of Child Rights and our actions in humanitarian crisis context, Save the Children in West & Central Africa touched more than 15 millions of children in 2015.**

**SAVE THE CHILDREN GIVES YOU THE OPPORTUNITY TO PLAY A ROLE IN CHILDREN’S LIFE.**

**In order to achieve “our 2030 ambitions for children” in West & Central Africa, we ARE LOOKING FOR HIGH CALIBRE CANDIDATES:**

**HUMAN RESOURCES DIRECTORS**

**ROLES**

As a member of the Senior Management Team (SMT), the HR Director shares in the overall responsibility for the direction and coordination of the Country Office (CO). The HR Director is accountable to the Country Director for government relationships and the provision of effective HR services in both emergencies and development programming contexts.

**QUALIFICATIONS**

Among others responsibilities, the HR Director will :

• Support the development of an organisational culture that reflects our dual mandate values, promotes accountability and high performance, encourages a team culture of learning, creativity and innovation, and frees up our people to deliver outstanding results for children and excellent customer service for our members and donors

• Help establish, maintain, and improve active and regular working relationships with: host government authorities, partner agencies including humanitarian and development donors, and local and international NGOs,

• Work with the Regional HR Director to develop a best practice HR strategy for the country office, encompassing reward, resourcing, employee relations/engagement and learning & development.

**DESIRED COMPETENCIES & BEHAVIOURS**

**Accountability:**

• Takes responsibility for decision-making and efficient resource management, and holds team and partners accountable for delivery of their responsibilities by delegating effectively, affording staff professional autonomy, providing the necessary development to improve performance, and applying appropriate consequences when results are not achieved;

• Creates a managerial environment across the Country Programme to lead, enable and maintain our culture of child safeguarding, achieving results together with children and role modelling Save the Children values.

**Ambition:**

• Sets ambitious and challenging goals for self and team, takes responsibility for own personal development, and encourages team to do the same;

• Engages and motivates others by widely sharing their personal vision for Save the Children;

• Future orientated, strategic and global thinker.

**Collaboration:**

• Builds and maintains effective relationships with team, colleagues, members, donors and partners;

• Values diversity as a source of competitive strength;

• Approachable, diplomatic, and supportive, with well-developed listening skills.

**Creativity:**

• Develops and encourages new and innovative solutions both on a personal level and by building and leading teams willing to take disciplined risks.

**Integrity:**

• Honesty, openness, and transparency;

• A strong commitment to Save the Children’s vision of a world in which every child attains the right to survival, protection, development, and participation.

**ESSENTIAL**

**10+ years of experience** with a good understanding of West & Central African countries environment.

**Bilingual (English & French)**

**To apply, send your CV and cover letter to** [**rachel.peteuil@savethechildren.org**](mailto:rachel.peteuil@savethechildren.org) **and** [**flora.sy@savethechildren.org**](mailto:flora.sy@savethechildren.org) **no later than November 30th, 2016.**

**Please in your cover letter indicate your availability and any country preferences you may have.**