

Director of the Division of Human Resources Management

Geneva, Switzerland

Closing date for applications: September 24th 2016

The Director of the Division of Human Resources Management (DHRM) is based in Geneva and administers human resources for the 13,000-strong UNHCR workforce.

The position oversees strategic responses to operational and organizational concerns on workforce issues. As UNHCR's work takes place primarily in emergency settings often under trying circumstances, a high degree of flexibility in the workforce is critical to ensure quick and appropriate responses based on operational needs.

In this regard, the Director continuously balances the needs of the organization with those of individual staff members. In 2016, DHRM issued a five-year People Strategy to strengthen the way we recruit, care for, support and manage our workforce. The Strategy situates UNHCR's vision along four main goals: preparedness and diversity; performance and competence; flexibility and timeliness; and, care and support. The Director oversees the implementation of a multiyear plan elaborated from the Strategy.

In an effort to modernize human resources practices and tools in use at UNHCR, several groundbreaking reviews and analyses were recently completed on a range of subjects including diversity, inclusion, contractual arrangements, promotions and assignments. The Director will be tasked with coordinating and maintaining oversight of the developments and determining priorities stemming from these reviews.

The Director of DHRM reports to the Deputy High Commissioner and requires a minimum of an advanced university degree (Master's degree or equivalent) in human resources, business administration, social sciences or in another field directly relevant to this position and 20 years professional experience, preferably in an international and/or multi-national environment, with at least 10 years serving as a senior manager, including significant budgetary responsibilities as well as extensive experience leading human resources reform and transformation to meet modern human resources standards.

Applications should be sent to: tom.vacher@tomvacher.com by **September 24th 2016**

The UNHCR workforce consists of many diverse nationalities, cultures, languages and opinions. UNHCR seeks to sustain and strengthen this diversity and to ensure equal opportunities as well as an inclusive working environment for its entire workforce. Applications are encouraged from all qualified candidates without distinction on grounds of race, colour, sex, national origin, age, religion, disability, sexual orientation and gender identity.