



Donor Funded Staffing Program

TOR No:	2020-046
Title:	HR Specialist, Talent Management
Grade:	GF
Division/VPU:	Performance, Career and Learning/HRD
Duty Location:	Headquarters
Appointment Type and Duration:	Two-year Term Appointment

BACKGROUND

Do you want to build a career that is truly worthwhile? Working at the World Bank Group (WBG) provides a unique opportunity for you to help our clients solve their greatest development challenges. The World Bank Group is one of the largest sources of funding and knowledge for developing countries; a unique global partnership of five institutions dedicated to ending extreme poverty, increasing shared prosperity and promoting sustainable development. With 189 member countries and more than 120 offices worldwide, we work with public and private sector partners, investing in groundbreaking projects and using data, research, and technology to develop solutions to the most urgent global challenges. For more information, visit www.worldbank.org

Career Development and Talent mobility unit is responsible for providing integrated frameworks for conducting talent reviews, mobilizing staff to required roles, enabling succession management to identify, develop and deploy leaders and providing career/experience maps and advice to clarify roles and expectations at each level.

The work program requires in-depth expertise in the areas of career development, including design of career/experience maps, as well as strong client relationship management and teamwork.

The position is based in Washington, DC and reports to the Manager, Career Development and Talent Mobility in the HRD Vice Presidency.

DUTIES AND RESPONSIBILITIES

- Contribute to design and implementation of innovative career development solutions and resources (including career/experience maps, frameworks, etc.)
- Prepare and deliver high quality analytics and communication materials for staff and managers across all levels of the World Bank (HQ and field/country offices)
- Collaborate with Client Services colleagues in the design and implementation of tailored solutions

- Monitor and assess the effectiveness of programs implemented through trend analysis of program outcomes, interviews with management and staff, etc.
- Conduct focus groups and interviews with various levels of stakeholders to gather input for program design and enhancements
- Liaise with relevant consultants and vendors on various programs
- Build relationships and engage with key internal and external stakeholders to better understand client needs; understand the linkages with other HR functional areas and collaborates with HRD colleagues, liaises with other International Finance Institutions, prepare and deliver high quality communication materials for a variety of audiences.
- Participate in special projects and performs other duties as assigned

Note:

The selected candidate will not be assigned to programs involving his/her own government such as donor coordination and trust fund management.

Selection Criteria

The successful candidate should possess a master’s degree in HR or related field and have a minimum of five (05) years’ significant experience in HR.

- Prior experience in recruitment, training, performance management, management coaching and HR consulting is desirable.
- Sound knowledge of general HR policies, processes and systems;
- Demonstrated strong analytical skills;
- Proven ability to identify and implement business related HR interventions, and ability to maximize the value-added resources available within HRS in order to provide high quality client services;
- Professional integrity, willingness and flexibility to “roll-up your sleeves” to engage in all aspects of HR work from identification and design to implementation;
- Excellent team skills, ability to collaborate and share knowledge with colleagues and clients at all levels;
- Demonstrated excellent communication and conflict resolution skills;
- Ability to create trusting working relationships/partnerships within and across units;
- Strong organizational, research, and oral presentation skills;
- Proven ability to work in a team and intercultural environment, with minimal supervision;
- Hands-on and action-oriented approach; and
- Excellent oral and written communication skills in English

Candidates with prior experience working in international organizations or multi-national corporations are encouraged to apply.