



## **Recruiting – Director, Human Resources**

### **1. Introduction**

Amref Health Africa (herein referred to as Amref) is an international health development organisation founded and headquartered in Kenya. Our vision is lasting health change in Africa.

Amref started 60 years ago as the Flying Doctors of East Africa to provide critical medical assistance to remote communities in East Africa. Today, Amref works with the most vulnerable African communities through its country programmes in Ethiopia, Kenya, South Sudan, Tanzania and Uganda, and its Southern and West Africa regional hubs. Through its laboratory, clinical outreach and training programmes, and reaching over 30 countries in Africa. The organisation's work is supported by 11 offices in North America and Europe.

With over half a century of experience in delivering health care and building health systems in Africa, Amref supports those at the heart of the communities, particularly women and children, to bring about lasting health improvement. Amref works with people in these communities to build their knowledge, skills and means to improve their health including health systems strengthening and capacity building.

### **2. Background to the Role**

Amref is on an exciting journey and has just finalised its strategy for the next five years (2018 - 2022). There are three overarching pillars in the strategy; developing Human Resources for Health, delivering innovative & sustainable health services and enabling investments in health. The new strategy focuses on transitioning of some of its work to Social Enterprises as a diversification mechanism across a diverse and growing portfolio as the organization continues to be a leader in fronting the health agenda in Africa. The position of Director Human Resources is therefore quite key to own and execute the people agenda and fulfill this strategy through innovative HR strategies and transformational change. Core to the Human Resources Strategy will be the attraction, development, engagement, motivation and retention of a best-in-class agile workforce.

## 2. The Role

<b>Location</b>	Nairobi, Kenya with periodic travels to countries and field offices
<b>Supervisor</b>	Group Chief Executive Officer
<b>Headcount Scope</b>	900 employees across Africa
<b>Direct Reports</b>	HR Manager Corporate
<b>Indirect Reports</b>	Country HR Managers/Coordinators Uganda, Tanzania, Ethiopia, South Sudan, Southern Africa and Western Africa, Northern America & Europe HR Liaisons
<b>Governance</b>	Member and Secretary, Human Resources Committee of Amref's International Board
<b>Compensation</b>	This is an international position and attracts competitive benefits

## 4. Key Responsibilities:

**4.1 Strategic Leadership:** Provide strategic leadership on Amref's people agenda across the organization including advising and guiding line managers on HR decisions and providing sustainable HR initiatives to create a world-class organization where employees are enabled to do their best work.

**4.2 Change Management:** Provide leadership in on going culture transformation process to enhance employee engagement and deeper ownership of their work to position Amref as leading player in providing lasting healthcare solutions in Africa.

**4.3 HR Strategy:** Develop and implement suitable HR strategies to guide the organization in fulfilling its people needs, motivating and retaining them to deliver 2018-2022 strategic plan. This will involve working directly with the Global Leadership teams to translate Amref's people Strategy into tactical and operational human resources programs.

**4.5 HR Policies:** Review existing HR policies to align them to changing HR landscape to provide innovative solutions to employee needs especially in areas of productivity, retention and performance based rewards.

**4.6 Performance Management:** Lead performance management initiatives, sharing best practices and ensuring the same is appreciated and positively aligned to organizational culture.

**4.7 Governance:** This role interacts with members of the International Board, provides input to the Human Resources Committee's agenda and calls for experience and knowledge in preparing and representing people agenda at board level.

## **5. Knowledge and Experience**

### **5.1 Academic requirements:**

- Masters in Human Resources or equivalent
- Professional qualifications in HR

### **5.2 Work Experience:**

- Ten (10) years' experience in leading HR agenda in a leading international organization, last five at senior most level
- Multi country experience in Africa
- Experience in international development or corporate sector

## **6. Core Competencies**

### **6.1 Human Resources Knowledge**

- Undisputable track record in strategic human resource management and substantial experience of leading international Human Resources teams
- Experience in leading organizations through transformational change, innovation, strategic business partnering and human resource planning.
- Financial planning capability and good skills in process management and work improvement.

### **6.2 Strategic Leadership and Managerial Skills**

- Demonstrated skill in setting formulating and executing strategy with broad experience in implementing Shared Services in international organizations
- Demonstrable strategic and creative leadership, management and coordination skills in a network environment
- Ability to build, motivate, facilitate and engage high level teams to play their role in organizational wide delivery of key goals.
- The capacity to identify potential in individual employees, nurture and support them towards full potential in alignment to organization wide competency requirements

### **6.3 Personal Qualities**

- Ability to demonstrate Amref's purpose and values, leading by example to inspire others to wards highest levels of integrity, transparency and accountability in their work.
- Excellent communication, diplomacy, negotiation, influencing and conflict mediation skills with ability to apply these across a range of diverse audiences.
- Sensitivity to diversity and cultural differences within the organization and striving to bring the best in each situation in a fair and objective manner.

**7. Application:**

If you are interested in this exciting role and meet all requirements we would like to engage with you. Send your personal statement and CV not exceeding 5 pages to [executivesearch@amref.org](mailto:executivesearch@amref.org) to reach us by **November 18, 2017**. Applications will be reviewed as they are received.

Amref is an equal opportunity employer.