



## **Organisational Development and Talent Management Specialist (ODTMS)**

### **About us:**

Educo (member of the ChildFund Alliance) is a global development NGO. We defend children's rights and promote sustainable social change by improving the conditions of vulnerable populations, especially children. Therefore, our action is based on the Convention on the Rights of the Child. Our three institutional objectives are: education, protection and governance.

We work in 14 countries in Africa, America and Asia, through social projects involving more than 550,000 children, adolescents and 150,000 adults to promote fair and equitable societies that guarantee their rights and well-being. We want a world in which all children fully enjoy their rights and a life of dignity.

### **About the position:**

This position will be responsible in the People & Culture Area for proposing and implementing an organisational development (OD) and talent management(TM) strategy and implementing it together with the departmental and country teams, which will have an impact on the development of individuals, teams and the institution as a whole, oriented towards the work in defence of children's rights their well-being and based in child centre culture promoting social justice.

### **Which are the key responsibilities?**

- Lead on the development, implementation, and continuous improvement of organisational strategies within people cycle phases as planning, recruitment, management and development aligned with institutional strategy (Global Impact Framework, Global Organisational Development Plan) in collaboration with internal and external stakeholders.
- Lead in the design and development of organisational initiatives that strengthen shared leadership and management capability according to institutional policies and approaches as localisation, feminism and decolonial and antiracist frameworks.



- Design and implement talent development programs and initiatives to foster the growth of identified talent across Educo countries encompassing with succession planning, change management and performance management based on child centre attributes as creativity, vulnerability, authenticity, reconciliation, and joy.
- Provide leadership in developing a learning organisation focused on its people and develop appropriate tools for the improvement of wellbeing of the organisation rooted on the work in the field of child rights and social and cultural change.
- Develop, implement, and monitor the Learning and Development budget collaboratively with country teams and including eLearning as high priority strategy.
- Eventually the position will be the operational focal point in a key country for the implementation of the People and Culture strategy and processes.

### **What kind of person are we looking for?**

We are looking for a committed person, with interest and capacity to learn, mission-oriented, and with experience in organisational development and talent management fields in international development agencies or similar.

The position requires the ability to work in multidisciplinary and multicultural teams, a proactive attitude, as well as organisational and interpersonal communication skills.

### **Requirements:**

- University degree in Human Resources, Psychology, Management or related fields.
- High exposure to development and Humanitarian work in Africa, Latin America or Asia in a Human Resources or Management roles with localisation, feminism and decolonial and antiracist approaches.
- Significant experience in leading and developing organisational development strategies and initiatives across International Non-Profit Organisation
- Experience in strengthening potential talent and management and leadership frameworks and tools.
- Demonstrated strategic planning, project management and organisational skills.
- Outstanding written and verbal communication skills including the ability to influence key stakeholders in English, French and Spanish.



- Ability to work collaboratively to build successful and strong working relationships with key clients and stakeholders.
- Well-developed coaching and facilitation skills

### **Location**

The position will be based in one of Educo offices in Africa, America, Asia or Europe.

### **Conditions and contract**

Remuneration: Gross salary in accordance with the job location country organisation's salary bands and benefits according to local Educo regulations with work from home scheme and flexibility considering international travel.

Type of contract and duration: Full-time contract.

### **How to apply**

Those who meet the requirements and are interested in the offer should send their CV to [cv@educo.org](mailto:cv@educo.org), before 7th April, indicating the reference ODTMS2024 in the subject line. Only if your experience matches the needs of the position, we will contact you as soon as possible.

Educo undertakes not to discriminate in any way on the grounds of race, colour, sex, religion, opinion, politics, or social origin, promoting equal opportunities to access the job.

Educo has a Safeguarding Policy and a Code of Conduct that seeks to guarantee the protection of children. As such, we are committed to taking all necessary actions to ensure child protection, including conducting background checks and obtaining references for all candidates.

During the recruitment process, the HR procedures for the protection of the rights of children and adolescents will be followed. We inform you that the data you provide will be recorded in a file created for the purpose of storing information related to this recruitment process. Sending your CV implies your acceptance that the personal data will



be processed for the management of the recruitment process applied in accordance with Data Protection Policy.