

Background:

World Vision Foundation of Thailand (WVFT) is a non-profit, Christian organization, dedicated to transformational development of children, families and communities. It was founded in 1974, and is currently supporting children, families and community development. World Vision Foundation of Thailand now has 78 projects in 44 provinces of Thailand. To date, 81,005 children are sponsored. (Data as of 1 February 2017).

Purpose of Position:

Play a lead role in the development of a motivated, engaged and high-performing organization by supporting excellence in learning, knowledge, spiritual development and performance management.

To support organizational learning by taking a role in staff and team development, performance development and learning and development strategies.

Role Dimension:

- **Induction** - Orientation of new staff and related events to ensure good organizational-cultural awareness and rapid ability to contribute and perform.
- **Learning & Development (L&D)**

Develop Learning & Development initiatives/intervention that supports the development of organizational learning, staff engagement and personal/team effectiveness, linking to current and future strategy, priorities, opportunities and challenges.

 - **Policy Development:** Develop L&D policy and processes, consistent with current employment law, good practice & WVFT brand and cultural values.
 - **L&D activities:** Design and delivery of training, seminar and action learning programmes that support L&D in areas identified as generic learning priorities.
 - **Evaluation:** Criteria and mechanisms to evaluate effectiveness and impact of L&D approaches and investments, drawing on action research methodologies
 - **Resource** - Library of resources that support staff and team development including briefings, books, and on-line, dovetailing with related WVFT initiatives.
- **Performance Management** - Facilitate development of job profiles and performance agreements and reviews. Coordinate Skills Audits, Career Counselling and entrench a performance culture within the organization
- **Talent Management** – support P&C Division Manager in Talent and succession mapping of key staff by facilitate targeted development and career progression/management
- **Spirituality & Staff Care** – organising events, programmes and groups that support development of staff, develop and manage a corporate Christian development programme and approach, focusing on spiritual nurture of staff.

Job Title : “ HRD Specialist ”

Job Qualification:

- ▶ Bachelor degree qualification and/or professional qualification in Human Resources/Business Admin or a related field.
- ▶ Good Command of spoken and written English and Computer Skill
- ▶ Experience in similar role conducting research, analysis and development of tools and resources that are fit for service
- ▶ Good interpersonal and relational skills
- ▶ Ability to maintain confidentiality
- ▶ Ability to communicate with all levels of staff, orally and in writing reports
- ▶ Able to work under pressure and flexibility time, a productive team player
- ▶ Ability to organise work priorities, manage competing priorities and deliver on commitments
- ▶ Knowledge of World Vision and humanitarian industry

หากท่านมีความสนใจสมัครงานกรุณาส่งประวัติของท่านมาที่:

มูลนิธิศุภนิมิตแห่งประเทศไทย

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แขวง สามเสนนอก เขต ห้วยขวาง กรุงเทพฯ 10310

พร้อมทั้งแนบ

- สำเนาบัตรประชาชน
- สำเนาทะเบียนบ้าน
- สำเนาวุฒิการศึกษา
- เอกสารอื่นๆ ที่เกี่ยวข้อง

หรือส่งมาทาง E-Mail : tha_recruitment@wvi.org

สอบถามข้อมูลเพิ่มเติมได้ที่: 02-0229200 ต่อ 412 (คุณอานนท์) / 414 (คุณดารารัตน์)

หรือที่ : <http://www.worldvision.or.th/workwithus.html>

Please contact

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