

### PURPOSE OF POSITION

To provide technical advice, training, coaching and coordination for the effective design and implementation of approaches, practices and tools to improve the quality and impact of performance management, learning & development and talent management in WVFT. Reporting directly to the P&C Director, and as a member of the P&C Team, this role will play a key role in establishing a sustainable talent management and succession planning system, implementing a suite of manager development solutions and working in collaboration with Division managers to design and deliver effective approaches for technical competency development. The role will help build a learning culture and grow employee growth mindsets and skills.

### MAJOR RESPONSIBILITIES

1. Performance management: Ensure:

- WVFT's 'Partnering for Performance' a (P4P) approach to performance management is applied consistently and effectively
- Tools and practices align with and use WV's global approach and platforms
- Staff and managers are provided with effective learning and development opportunities to increase their P4P competencies and confidence
- P4P data is generated and analysed for reporting and continuous improvement purposes

2. Talent management and succession planning. Ensure:

- Talent management (including succession planning) approach and processes are built and sustained
- Manager mindsets and skills in talent management are grown
- Talent and succession planning data is in the global HRIS
- Talent management data is generated and reported for SLT, Board, regional and global talent pipelines and to inform decision-making and planning around talent development

**3. Leader and manager capability. Ensure:**

- High-level development strategy and annual plans in place
- Development priorities and solutions are based on identified need, align with WV competency frameworks and optimize global WV opportunities and platforms
- Development solutions are contextualized for local managers
- Sustainable local solutions/platforms are researched and implemented as appropriate

**4. Staff L&D quality and compliance training**

- Design and implementation of L&D apply best learning models, standards and practices (including learning evaluation)
- Core Competency development solutions are provided and improved
- Creative solutions and evidence delivered to grow learning mindsets
- Compliance Trainings are effectively communicated to employees and provided with direction and support to prepare and complete. Data is generated, reported on and used for monitoring and evaluation

**5. Data and stakeholder engagement - Ensure:**

- WVFT contributes to and learns from internal and external networks and meetings to improve Talent Management, P4P and L&D
- Talent and learning data and reports are provided for the P&C Director for SLT and Board meetings and to meet requests from both regional and global office

## **KNOWLEDGE, SKILLS AND ABILITIES**

1. Graduate qualification and/or Professional qualification in HR, Organisation Development, Training and Education
2. A strong track record in Learning & Development and /or Talent Management, preferably in an international organisation
3. At least 3-5 years experience designing and delivering L&D solutions
4. Demonstrated ability to partner with and coach leaders and managers in the areas of performance management, L&D
5. A proven ability to generate, analyse and use talent and learning data to provide information and recommendations
6. A demonstrated passion and commitment to developing people to fulfil their potential

หากท่านมีความสนใจสมัครงานกรุณาส่งประวัติของท่านมาที่:

มูลนิธิศุภนิมิตแห่งประเทศไทย

809 ซ. ศุภนิมิต ถ. ประชาอุทิศ

แขวง สามเสนนอก เขต ห้วยขวาง กรุงเทพฯ 10310

พร้อมกับแนบ สำเนาบัตรประชาชน สำเนาทะเบียนบ้าน สำเนาวุฒิการศึกษา และเอกสาร  
อื่นๆ ที่เกี่ยวข้อง หรือส่งมาทาง E-Mail : [tha\\_recruitment@wvi.org](mailto:tha_recruitment@wvi.org)

สอบถามข้อมูลเพิ่มเติมได้ที่: 02-0229200 ต่อ 414

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