The Organization

The Alliance of Bioversity International and the International Center for Tropical Agriculture (CIAT) delivers research-based solutions that harness agricultural biodiversity and sustainably transform food systems to improve people’s lives. Alliance solutions address the global crises of malnutrition, climate change, biodiversity loss, and environmental degradation.

With novel partnerships, the Alliance generates evidence and mainstreams innovations to transform food systems and landscapes so that they sustain the planet, drive prosperity, and nourish people.

The Alliance is part of CGIAR, a global research partnership for a food-secure future.

About the position

The Regional Human Resources Manager for Europe will provide HR advice and functional expertise to regional staff, adapting and implementing corporate HR strategy to ensure the overall administration, coordination, and evaluation of human resources plans and programs in the region. Reporting to the Global Director for Human Resources, S/he oversees the regional human resources functions, including: Recruitment & Selection, Policy Administration, Performance Management, Training & Development, Compensation and Benefit Administration, and Employee Relations. S/he will also be an active member of the broader HR network, driving and supporting the development of global initiatives with team members in the Americas, Africa and Asia. Finally, the person in this role will be responsible for ongoing HR improvements to ensure high level of service delivery to the Region.

Key Responsibilities

- Oversees effective and efficient delivery of day-to-day HR services activities including: Contract, benefits and compensation administration, payroll process according to organization's procedures; guidance on the application and alignment of corporate guidelines and the needs of the region
- Oversee the implementation of talent management activities including workforce planning and talent acquisition, onboarding, staff development programs, performance, career management and engagement in the region
- Actively participate in a wide range of design and development activities relating to global HR policies, managing their implementation including regional customization.
- Act as an information resource and advisory service to staff & managers regarding full spectrum of employee relations issues
- Implement compensation policies and benefit programs and recommend updates to ensure organizational competitiveness in local talent markets.
- Lead high performance within the HR team through coaching, development and maintaining a motivating and healthy work environment
- Establish and monitor KPIs for the region
- Ensure proper budgetary management and execution

**Qualifications and requirements:**

- Bachelor’s Degree minimum a Diploma in Human Resources or related fields
- 7+ years of previous experience in a senior human resources role preferably in the International / NGO sector including resource and team management in interdisciplinary environments of worldwide impact in international / multicultural organizations.
- Strong writing and presentation skills with ability to communicate well within and across diverse groups and perspectives.
- Superior problem solving skills and the ability to balance multiple complex tasks/issues at once
- Dynamic individual with a demonstrated ability to achieve results in a demanding and fast-paced environment.
- Strong proficiency (written and oral) in English; knowledge of other major languages an asset

**Terms of employment**

This position will be located in Rome, Italy, and the initial appointment will be for up to two (2) years under national contract conditions, and is renewable depending on performance and availability of resources. The Alliance Bioversity-CIAT offers a multicultural, collegial research environment with competitive salary and excellent benefits. We are an equal opportunity employer, and strives for staff diversity in gender and nationality.

**Applications**

Applicants are invited to send a cover letter illustrating their suitability for the above position against the qualifications, competencies, skills together with a detailed curriculum vitae, including names and addresses of three referees knowledgeable about the candidate’s professional qualifications and work experience. All correspondence should be addressed to the Human Resources Office, at (t.solis@cgiar.org) and should clearly indicate “Application: Regional HR Manager-Europe”.

**Closing date for applications: Aug/7/2020.**

We invite you to learn more about us at:

[www.bioversityinternational.org](http://www.bioversityinternational.org) / [www.ciat.cgiar.org](http://www.ciat.cgiar.org) / [www.cgiar.org](http://www.cgiar.org)