

Exciting Opportunity!!!

Job Title	Head of Human Resources
Reports to (Title of Line Manager)	Country Director
Function/Division	Human Resources
Organization	STRONGMINDS MENTAL [®] HEALTH AFRICA
Application Details	Please send your cover letter, CV, and Transcripts to vkatumye@steadmanglobal.com before the end of day Friday 8 th July 2022

About StrongMinds

StrongMinds (www.strongminds.org) treats depression among women of all ages in Africa, where access to mental health treatment is extremely limited. To date, StrongMinds has treated more than 120,000 women with depression in Uganda and Zambia. We are the only organization scaling a solution to depression in Africa with the potential to serve millions in the next ten years.

The Position

Reporting to the Country Director, the role holder will be responsible for driving the achievement of the overall business objectives through the development and implementation of the Human Resources strategy, policies and practices. S/he will develop and implement human capital programs that will engage, develop and retain employees while ensuring alignment with the vision, values, and growth strategies of the SMU. S/he will collaborate with the Director of People, Regional Finance and Risk Director, and members of the StrongMinds Leadership Team to ensure HR SMU's HR policies, programs, and standards align with the organization's global strategy for people.

The Head of Human Resources is a proactive HR Generalist who will form part of the Senior Management Team advising on HR strategy and how best to achieve the company's goals. S/He will be required to lead the implementation of contemporary HR practice to deliver SMU's transformational and culture agenda.

Key Responsibilities

- i. Develop and execute the HR strategy, imparting knowledge and experience of cutting-edge HR

- policies and procedures to Line Managers in order to instill a high-performance culture and employer brand.
- ii. Develop and implement human capital plans to support the implementation of SMU's strategic objectives and ensure the right quality and caliber of staff to deliver the current and future needs of the organization.
 - iii. Develop, implement and review HR policies, processes, and programs for SMUs; align and adhere to SMU policies without compromising market relevance.
 - iv. Build leadership capability through learning and development interventions that address business segment needs.
 - v. Manage staff compensation, benefits, reward, and recognition that enhances business delivery and supports attraction and retention of talent through participation in compensation comparator survey to ensure SMU remains the preferred Employer of Choice.
 - vi. With the support of the Director of People, develop and implement change management initiatives in line with SMU's strategic objectives.
 - vii. Drive HR Analytics initiatives and roll out in line with SMU's desire to be a data-driven organization, through reporting, analysis, and dissemination of key HR Data
 - viii. In collaboration with the Director of People implement culture transformation and employee engagement initiatives that embed SMU's values, behaviors, and business ethics
 - ix. Implement strategies and initiatives to identify, develop and retain critical talent to enable the achievement of business objectives
 - x. Manage employee and industrial relation matters within the country's legal framework.
 - xi. Manage and develop an effective and high-performing HR team to manage the employee high-performing employee engagement and productivity.
 - xii. Work with the Director of People to develop and implement the Internship and Volunteer Management strategy.
 - xiii. Drive SMU's Strategy for talent acquisition, capacity building, and retention and ensure the existence of a vibrant talent pipeline at all times
 - xiv. Responsible for the implementation of the Risk Management Framework within the HR Function

Skills, Competencies, and Experience

- i. A Master's degree in Human Resources, an MBA or related Field
- ii. Ten years of Human resources management experience in a fast-paced HR environment, with a minimum of five years in a Managerial role.
- iii. Ability to work independently
- iv. Strategic thinker, ability to recommend/propose innovative and ground-breaking approaches to human resources management
- v. Ability to provide hands-on operational human resources support to programs
- vi. Excellent written and oral communication skills
- vii. Excellent interpersonal skills and capacity to inspire trust and discuss sensitive topics professionally and confidently
- viii. Excellent knowledge of labor laws and regulations in StrongMinds's countries of operation.
- ix. Excellent time management and prioritization skills without compromising on quality.
- x. Ability to handle challenging situations quickly, accurately, and cordially.
- xi. Strong level of competence with various computer applications, specifically Microsoft Office.
- xii. Professional demeanor with an unwavering commitment to honesty and integrity.
- xiii. Strong team commitment and drive for personal and organizational achievement.

- xiv. Dedicated to and passionate about the mission of StrongMinds.
- xv. Travel to field offices will be required at approximately 35% of LOE.