



GLOBAL DIRECTOR OF PEOPLE AND CULTURE.

CANDIDATE PACK

Trocaire
TOGETHER FOR A JUST WORLD

MESSAGE FROM THE TRÓCAIRE CEO

Caoimhe de Barra, CEO - Trócaire



This year we celebrate 50 years of Trócaire working together with our partner organisations for a just world.

As we celebrate our progress and look forward to the future together, we're delighted to launch the recruitment of a Global Director of People & Culture, a newly created role in support of our commitment to put people at the heart of everything we do.

This role presents an incredible opportunity to enable Trócaire to pursue a vision of long-term organisational transformation, shifting power in line with our values and our commitment to localisation, and to ensure we deliver on our organisational strategy through excellence in support to our people.

We have a powerful, challenging mission as an organisation. We also have an amazing group of employees who live our values of courage, perseverance, participation, solidarity and accountability every day.

We have a very strong global culture that is rooted in these values and in our identity as an agency dedicated to social justice. Colleagues feel like they are part of a global Trócaire family. This characterises our unique employee experience.

Our People & Culture strategy is important in ensuring this inclusive culture flourishes in the next five years.

As the Global Director of People and Culture, you will be responsible for Trócaire's global people strategy, for elevating the vision of what is possible to a higher level, for keeping delivery of that vision and strategy front and central at Executive Leadership Team (ELT) level, while also enabling the delivery of the strong HR work that enables people to work effectively and safely on a day to day basis in all of our locations, in all their complexity.

Your role will be future facing, enabling us to both deliver what is in our current strategic plan, and to plan for a future which is beyond our current horizons.

You will work collaboratively with colleagues across the organisation, co-creating one global workforce that is empowered, accountable, diverse and inclusive. We intend that our systems, policies and process will enable this and that together we flourish.

We invite you to consider joining us on this next step in our transformation together and look forward to hearing from you.



ABOUT US

TRÓCAIRE IS AN INTERNATIONAL NGO.

We work with local partners in the world's most at-risk communities and with people in Ireland to tackle the underlying causes of poverty and injustice and respond to the crises they create.

Together we bring about positive and lasting change for a just world. Trócaire works in up to 20 countries across Africa, Asia, Latin America and the Middle East.

We work towards five goals:

- Promoting Access to Justice;
- Achieving Climate & Environmental Justice;
- Ensuring Women & Girls' Protection, Voice & Influence;
- Saving Lives and Protect Human Dignity and
- Mobilising the Public on the island of Ireland to achieve Global Justice.

We invite you to learn more about Trócaire by accessing the following information:-

[Trócaire Strategic Plan 2021 – 2025](#)

[Trócaire Annual Reports](#)

A woman wearing a traditional straw hat and a blue and white striped shirt is smiling while working in a rice field. She is holding a wooden tool and wearing green gloves. In the background, another person is visible working in the field.

VISION AND VALUES

OUR VISION

We are working to create a fairer world where:-

- The dignity and rights of all people are respected;
- The planet's natural resources are used sustainably and equitably;
- People have control over their own lives;
- Those with power act for the common good.

OUR VALUES

- **Solidarity:** we stand with the world's most vulnerable, amplifying their call for dignity, justice and equality.
- **Courage:** we live with compassion and love, speaking truth to power and acting boldly to achieve the rights of all
- **Participation:** we work in partnership with the communities we serve, supporting them to build a future where their voices are heard, their hopes are valued and their rights are respected.
- **Perseverance:** we are resolute in addressing the challenges of this age, never letting go of the struggle for justice and peace.
- **Accountability:** we are honest, open, ethical and professional, respecting the trust placed in us by the communities we serve, our partners, and those who fund and support our work.

SAFEGUARDING PROGRAMME PARTICIPANTS- CHILDREN & ADULTS

Trócaire is committed to safeguarding people within our programmes from exploitation and abuse and has specific policies on this commitment (including a Global Code of Conduct) which outlines the expected behaviour and the responsibility of all staff, consultants and other organisational representatives.

DIVERSITY AND INCLUSION

Trócaire is an equal opportunities employer. We are an organisation that embraces diversity and inclusion. We welcome applicants from diverse backgrounds to bring their experiences and perspectives to Trócaire.

We invite you read more about Trócaire's safeguarding policies and Diversity and Inclusion statements:

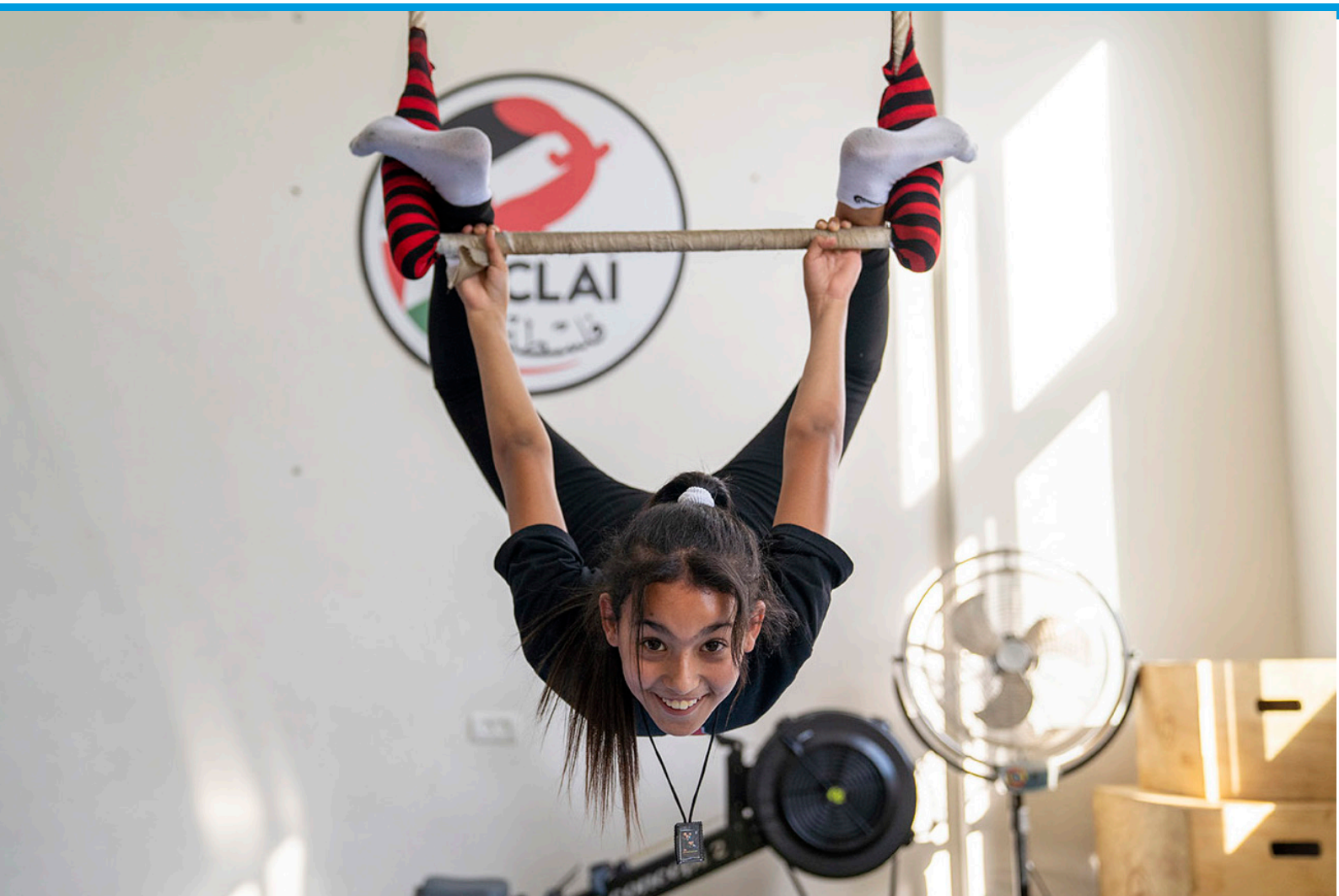
[Trócaire Safeguarding Policy](#)

[Trócaire Diversity and Inclusion Statement](#)

Established by the Catholic Bishops of Ireland in 1973, our work is grounded in Catholic Social Teaching, which stresses the dignity of each person and their inalienable human rights.

We do not discriminate, internally or in our work with programme participants, on any grounds

including culture, ethnicity, race, gender identity, sexual orientation, religion, disability, marital status, family status, or membership of any minority or marginalised identity group



PEOPLE AND CULTURE IN TRÓCAIRE



Our People and Culture strategy focuses on enabling employees and managers to continue to have impact in their work whilst dealing with a fast-changing external environment and creating an agile and resilient organisation.

We invite you to read our people strategy document:-

Trócaire People Strategy 2021 – 2025

Between 2021 and 2025, our People & Culture function will work in partnership with the organisation to deliver on **five strategic objectives**:



Global Wellbeing and Occupational Health



Enable a data-driven organisation for decision-making and resource management



Ensure HR policies enable greater autonomy and accountability in management decision



Develop a Learning and development strategy that supports staff and managers to develop their talents



Launch an Equity, Diversity and Inclusion strategy.

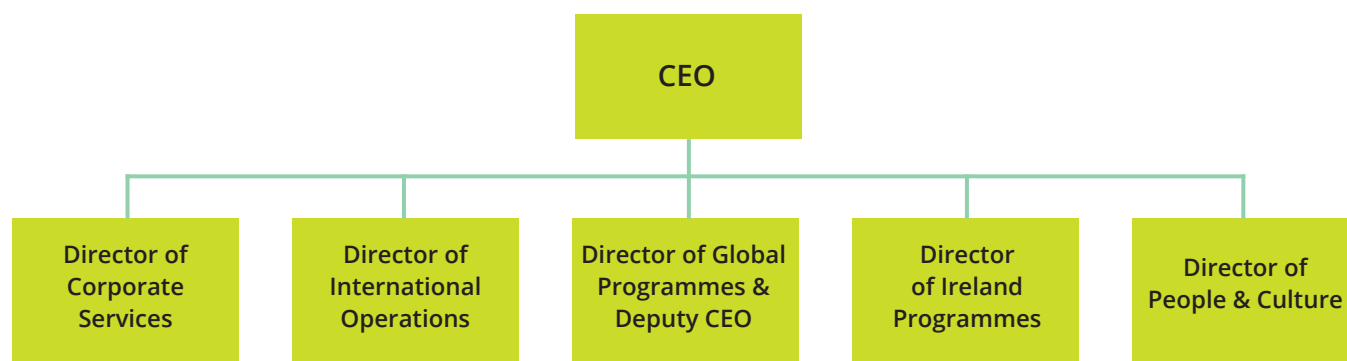
THE ROLE



The Global Director of People & Culture is a critical role in leading and delivering on our People Strategy in support of our wider organisational transformation.

The role is a member of the Executive Leadership Team (ELT) and is responsible for leading the development and implementation of our global People and Culture strategy. In partnership with the organisation, they will ensure that we have a supportive and inclusive global work environment which enables every member of staff to deliver to their highest potential and to grow within the organisation.

EXECUTIVE LEADERSHIP TEAM



KEY PRIORITIES

Your key priorities for the first 12-24 months in post would include:-

- Developing a strong strategic vision for People and Culture in Trócaire, rooted in our overall organisational strategy and building on our existing People Strategy.
- Developing a strong People & Culture Plan that builds on our current strengths, but takes a longer-term strategic horizon into account and that responds to imperatives including:
 - The need to develop a strong, diverse and empowered pipeline of talent for leadership roles across the organisation;
 - The need to be able to recruit and retain talent in an increasingly competitive environment, in Ireland and internationally;
 - The need for HR frameworks that respond to the complexity of our operating environments, that empower managers and colleagues, and that create a safe and dignified work environment for all.

- The need to continue to build a culture of 'One Trócaire' across the globe and to achieve very high levels of trust, engagement and satisfaction.

The role will report to the Chief Executive Officer (CEO) and will manage a small, highly effective team of HR professionals, based mostly in Ireland.

The role can be based on the island of Ireland (contracted from Maynooth or Belfast), or in Nairobi, Kenya. Great Britain may be considered as a location. In all cases, the successful candidate must be able to spend significant periods of time in Ireland (Maynooth, Kildare). Trócaire has a strong commitment to Equity, Diversity and Inclusion and particularly encourages candidates from the Global South and/or from traditionally disadvantaged groups to apply for this role.

DUTIES AND RESPONSIBILITIES

Organisational Leadership: as a member of the ELT, contribute strongly to organisational strategy, governance and risk management. This includes having a long-term vision of our business model in a context of sector transformation and partnering with ELT colleagues to enable appropriate shifts to take place.

Strategy: lead the development, implementation and regular review of a comprehensive and progressive global People and Culture strategy that is aligned to Trócaire's overall strategy and objectives, including Localisation and Equity, Diversity and Inclusion. Engage with key stakeholders both internally and externally. Ensure that there is a strong awareness of and responsiveness to key trends related to global people and culture at senior leadership level.

Partnering: ensure a strong and supportive partnering approach between the People and Culture function and managers/colleagues throughout the organisation, to achieve organisational objectives, find solutions to complex problems, and lead change in a volatile external context.

Operational effectiveness: ensure that HR resources deliver optimal support to colleagues around the world. Ensure that Trócaire's HR systems, policies and processes are efficient and effective and that they continuously develop in line with organisational need for operational agility and for data-driven decision-making. Ensure they address the diverse and complex needs of an organisation that works in up to 20 jurisdictions. Deliver strategic HR projects in a timely and effective manner. Ensure systems for a safe and inclusive work environment and for addressing feedback, whistleblowing and complaints are strong and effective.

Culture: working with leaders, create a global organisational culture in which every individual colleague understands their contribution to the overall organisation's goals, feels like they are part of One Trócaire, and feels valued and empowered. Coach and support managers to be more impactful, thereby increasing colleague engagement. Support and develop all colleagues to create an accountable, and inclusive work environment where diversity is truly valued.

DUTIES AND RESPONSIBILITIES CONTINUED

Talent development: lead the development and implementation of global strategies that enable Trócaire to attract, develop and retain talented people with a passion for the work of the organisation. In particular, lead on building a diverse leadership pipeline in line with the organisation's commitments to equity, diversity and inclusion and to localisation.

Team leadership and management: lead and inspire the global HR team, ensuring the team is structured and organised to deliver optimal support to the global organisation. Work closely with the team to deliver programmes of work in support of the strategic goals, being prepared to 'roll up your sleeves' to get things done.

International focus: Ensure a proactive focus on Trócaire's international teams by partnering with stakeholders to provide feedback, direction and support. Over time, develop regional and country policies, practices and playbooks that will allow countries to become more self-sufficient, while operating within the appropriate People & Culture guardrails.

SKILLS AND EXPERIENCE

Essential Skills

- Excellent communications skills that work across multiple cultural contexts.
- Strong listening, influencing, and coaching skills.
- Ability to work collaboratively with others to achieve appropriate solutions to complex problems.
- Ability to respond to a dynamic and changing environment.
- Ability to empower and motivate others to innovate, lead change and achieve impact.
- Proven ability and experience in data-driven decision making at senior level.

Experience

- A minimum of 5 years' experience as a senior leader in an international organisation within the development/humanitarian sector.
- Proven track record in strategy formulation and delivery of organisational objectives related to people & culture.
- Proven experience of leading people in complex and fragile operating environments that require agile solutions to HR issues.
- Experience working in talent development across a diverse range of cultures and backgrounds and demonstrated success in implementing equity, diversity and inclusion work.

Qualifications

- This role does not require a specific academic qualification. However, the successful candidate will have very substantial professional experience in leadership on HR, people, culture, organisational development and change management at a senior level. This must be grounded in either formal academic experience and/or demonstrable self-directed learning and knowledge.

Qualities

- Strong commitment to global social justice and an alignment with the mission and values of Trócaire.



OUR OFFER

Trócaire has a strong commitment to Equity, Diversity and Inclusion and particularly encourages candidates from the Global South and/or from traditionally disadvantaged groups to apply for this role.

Location: Ireland, Kenya or UK

Contract: Fixed Term Contract - 4 Years

Salary and benefits: Salary based on the location of the applicant:

Ireland: €90-100k gross p.a

UK: £75-85k gross p.a

Kenya: 12-14 million KSh gross p.a

National terms and conditions will be offered and the right to work in a candidate's location is required.

Travel overseas: Required

HOW TO APPLY

Trócaire is partnering with Red Sea Executive Search for this role.

To find out more information about the role please email Javier Cantera at:

applications@redseasearch.com

To apply for the position please go to **www.redseasearch.com/job/global-director-of-people-and-culture** and follow the instructions to upload your application through the Red Sea website.

Any candidate offered a job with Trócaire will be expected to sign Trócaire's Safeguarding Policies and Global Code of Conduct as an appendix to their contract of employment and agree to conduct themselves in accordance with the provisions of

these documents. All offers of employment will be subject to pre-employment checks including satisfactory references and appropriate screening.

Trócaire also participates in the InterAgency Misconduct Disclosure Scheme and all employees will be subject to this as part of contract of employment.

RECRUITMENT TIMELINE

Closing date for applications:

18th February 2024

ABOUT RED SEA EXECUTIVE SEARCH

Red Sea Executive Search is a dynamic and diverse, international, independent executive search consultancy recruiting senior management and executive staff for global change.

We are a purpose-focused company with a view on globalisation and aim to act as both a networking service and a recruitment service provider to the world's foundations, trusts and charitable organisations.

In Global Development, we work with INGOs, agencies, foundations, and social enterprises, placing senior and executive leaders at national, regional and HQ level. In Philanthropy, we aim to

network and engage with Institutional, Corporate (CSR) and Private Philanthropy, working with grassroots organisations and social enterprises, and large foundations and trusts.

We are a team of sector experts, passionate about our work and caring, creative, and consultative in our approach. Our networks have been established with around 100 + years of combined working experience in INGOs and intergovernmental organisations

