

Team Leader – Key Expert Human Resource Management (880 days – 4 years)

VNG International has been shortlisted for the EC project: "Technical Assistance to the Local Government Service project in Ghana. We are currently looking for a Team Leader / HRM expert for this project.

VNG International is the International Co-operation Agency of the Association of Netherlands Municipalities. It is committed to strengthening democratic local government worldwide. We facilitate decentralisation and strengthen local governments in developing countries and countries in transition. In addition, our Service Bureau Europe assists Dutch municipalities in designing European projects. We have a large network of internationally experienced experts from among others Dutch municipalities.

VNG International has been shortlisted for the EC project: "Technical Assistance to the Local Government Service project in Ghana. The projects objective is to increase the performance and quality of service delivery at the local level, with a particular focus on the effective provision of basic services like education, health, as well as water and sanitation. The purpose of the project is to support the Local Government Service in Ghana in developing, establishing and operationalising both an effective and sustainable organizational and **human resource performance management** system and a **human resource management** system. Four specific results are foreseen.

1. Improved knowledge-basis on baseline of human resource strengths, profiles and capacities at the regional and district level.
2. Put in place of a comprehensive organizational performance management system
3. Put in place of a performance-based HR management system in all regional and district level administration
4. Put in place of HRM departments/units in all regional and district level administrations and the Local Government Service Secretariat.

The project will have a duration of 4 years and will cover both the Local Government Service, the regional coordinating councils and the local district assemblies in Ghana.

For this project, VNG International is looking for a Teamleader / Human Resource Management expert. The teamleader is responsible for all technical and logistical aspects of the project. He/she will mobilize and manage the project experts and will be overall responsible for the above indicated project results. The TL will work closely with the Local Government Service Secretariat and will support both the secretariat, the regional councils and the district assemblies in their HRM policies.

Candidates should at least have the following background:

Qualification and skills:

- A University degree in the field of Human Resource Management
- Excellent command of English, both written as well as spoken
- Excellent computer and communication skills

General professional experience:

- At least 8 years of professional experience in designing, managing and operation human resource management solution at the international level
- At least 6 years of experience as Team Leader in an internationally funded TA project

Specific professional experience:

- At least 3 years of experience with HRM in the public sector, preferably in with local governments
- Proven experience with the use, design and management of HR databases
- Proven experience in developing and implementing organization and human resource performance management systems.
- At least 3 years of experience working in Ghana or Western-Africa, preferably in the field of HRM development

Qualified, interested and available experts should respond by emailing their updated EC CV to nicolas.haezebrouck@vng.nl and hilde.reimerink@vng.nl. Please note that only shortlisted candidates will be contacted!