

Call for Expressions of Interest in the Voluntary membership of Trócaire's Organisation and Human Resources Committee (OHR)

Trócaire is the overseas development agency of the Catholic Church in Ireland. It is one of Ireland's foremost international development and humanitarian agencies. Established by the Catholic Bishops of Ireland in 1973, Trócaire's mandate is to tackle the structural drivers of poverty in the global South and to carry out education, campaigning and advocacy work on global justice issues in Ireland and the global North.

Trócaire works in partnership with local development and humanitarian actors in Africa, Asia, the Middle East, and Central America. We support people and communities to tackle the root causes of poverty, injustice, and violence and to use their own power to create positive and lasting change.

In our forthcoming Strategic Plan we have committed to ensuring our culture supports our Mission where the focus is on empowerment, accountability and value for money, where decisions are made at the right levels and people are held to account for those decisions.

Our people are at the heart of all that we do. We ensure they fully understand what is required of them to be excellent individual contributors every day. We provide the right environment, the right equipment, and the right culture so they can be at their best. Results are delivered collaboratively, there is true accountability, with regular honest and open performance conversation between employee and their manager.

To support Trócaire in driving results through people, we have an established Organisation and Human Resource Committee who give advice to the Executive Board and management in relation to all matters to do with organisational structure, Human Resources and the allocation of related financial resources and support. The OHR thereby helps to ensure that the objectives of the strategic plan are achieved within a budget framework, as approved by the Executive Board.

Trócaire welcomes expressions of interest from human resource professionals to become an OHR Member. We are seeking candidates who have some or all of the following skills. We particularly welcome expressions of interest from candidates from diverse racial and ethnic backgrounds:

- Demonstrable track record of success working as a **senior leader** in Human Resource roles in complex organisations, with specific regard to the duties listed above.
- Expertise in **HR business modelling** in a global organisation, including management of headcount costs and global talent management.
- Expertise in **culture, staff engagement and change/transformation management**.
- Experience of leading on staff **safety, security, and wellbeing** programmes.
- Strong knowledge of the **legal context** in Ireland and ideally also Northern Ireland, as related to HR.
- Experience in promoting **Diversity, Equality, and Inclusion** in workplaces.

The following are desirable but not essential skills:

- Experience of **Safeguarding** Children and Vulnerable Adults.
- Experience of the **charity sector**, and international NGO sector in particular.
- Understanding of other jurisdictions, especially in the regions where Trócaire works.

If you are interested in this opportunity, please email: marina.meehan@trocaire.org. with a summary of your experience and why you would like to be considered for this important voluntary role.

Closing date for applications is Friday 18th December 2020