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| **SAVE THE CHILDREN INTERNATIONAL ROLE PROFILE** | |  |
| Position Title: | Senior Lead, People Partner (UK or West Africa) |
| Position ID: | NEW0000134 |

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| **Team** | People Partnering | **Grade** | P6 |
| **Reports To (Title)** | Director, People Partnering | **Contract Length** | Permanent |
| **Location** **[Physically based in]** | UK, or any approved SCI office location in Europe or West Africa regions | **Time-zone [the time-zone that the role holder must be available to work in]** | EMEA Time Zones (UTC/GMT + / - 3 hours) |
| **Languages** | English essential, (French as an additional language is desirable) | **Positions available** | 2 vacancies in different regions |

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| **Team and Job Purpose** |
| **Team purpose**  To partner with global functions and designated country offices to deliver strategic people plans and challenge, coach and advise leaders in order to enhance organizational effectiveness while fostering a culture of inclusion and continuous improvement. Our team exists to ensure alignment between regional operational needs and global strategies, ensuring that all leaders are equipped with the skills and support necessary to drive success. We are committed to aligning people priorities with the overall mission of the organization, while maintaining flexibility and responsiveness to the unique challenges faced by each region.  **Role purpose**  To partner senior functional and Country leaders to design and deliver strategic people plans, ensuring that our organisational goals and objectives are achieved through effective people management and development. This role exists to build and maintain relationships that foster inclusiveness and help drive a culture of equity and innovation, empowering diverse talent across all levels. By aligning our people strategies with our mission, values and Diversity, Equity, and Inclusion principles, the People Partner maximises coaches leaders to maximise organisational performance within Save the Children International. |

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| **Principal Accountabilities** |
| * Partner with Senior Leadership Team members and Regional Directors to develop and implement strategic people plans that align with the organisation's mission, values, and Diversity, Equity, and Inclusion principles to enhance organisational performance. * Coach, challenge and empower leaders in effective people management and development practices, ensuring accountability and performance improvement across teams. * Implement and drive workforce planning and resourcing strategies to ensure a sustainable and effective workforce, aligning with the organisational goals and priorities. * Coordinate the delivery of agile and responsive HR support that effectively addresses the evolving needs of leaders and their teams, in alignment with organisational objectives. * Oversee all people issues, including complex employee relations cases, to maintain a respectful and productive work environment ensuring resolution and driving prevention. * Partner with senior leaders to design and deliver targeted people solutions aligned with the organisation's people priorities, ensuring a focus on leadership development, talent management, wellbeing, employee engagement, effective employee relations, and diversity and inclusion.   Please note - in addition to the geographical alignment this role will also be aligned with and provide partnership to one or more of the functions. This will be discussed with all candidates during the selection process to ensure the most effective combination of geography and function is achieved. |

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| **Budget** |
| N/A |

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| **People Management Responsibility** (direct/indirect reports) |
| Number of people managed in total: N/A  Manager of a team: No  Team Manager (manager of multiple teams): No |

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| **Size of Remit** |
| Global |

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| **Travel Requirements** |
| International travel required: Yes  Percentage of required for travel: Up to 10% |

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| **Key Relationships** |
| **Internal** (excluding direct team and manager)   * Senior Leadership Team, Regional Director, Country Directors |

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| **Experience and Skills** |
| **Essential**   * Significant experience in global or multi-country senior HR roles with a focus on strategic HR initiatives driving organisational change and innovation, including a focus on DEI strategies. * Extensive experience in coaching and developing senior leaders in effective people management practices. * Considerable experience in talent management, succession planning, and leadership development. * Demonstrated ability to develop strategic initiatives that align with the organisation’s mission and values * Proven ability to build and maintain effective relationships with senior leaders, peers and external partners and able to coach, challenge, and influence senior leaders to enhance organisational performance * Communication: Outstanding verbal and written communication skills, capable of effectively addressing diverse audiences and conveying complex concepts clearly. * Cultural Competency: Proficiency in promoting inclusivity and respect across diverse cultural backgrounds * Strong analytical and problem-solving skills combined with the ability to use insights from data to inform decision making * Ability to manage multiple priorities and deliver projects on time and within scope and budget   **Desirable**   * Working proficiency in French would be highly beneficial (written and spoken) |

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| **Education and Qualifications** |
| **Essential**  N/A  **Desirable**   * Experience in the non-profit or humanitarian sector preferred, with a demonstrated understanding of the unique challenges and opportunities in these environments. * Recognised HR Qualification |

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| **Safeguarding** |
| We need to keep children and adults safe so our selection process includes rigorous background checks and reflects our commitment to the protection of children and adults from abuse.  Level 1: A basic criminal record background (DBS) check is required/equivalent police record check. |

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| **Diversity, Equity and Inclusion and Equal Opportunities** |
| Diversity, Equity and Inclusion is core to our vision, values and global strategy. Save the Children is committed to creating a truly diverse, equitable and inclusive organisation, and one which will support us in our vision to ensure every child attains the right to survival, protection, development, and participation.    We are committed to equal employment opportunities, regardless of gender, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs and religion. We are committed to diversifying our staff to better represent the communities we serve and actively welcome underrepresented groups to apply.    Reasonable adjustments will be made should any candidate invited to interview require this. |

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| **Additional job responsibilities** |
| The duties and responsibilities as set out above are not exhaustive and the role holder may be required to carry out additional duties within reasonableness of their level of skills and experience. |

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| **Version Control and Approval** | | | | |
| Version | Date | Author | Reviewer | Approver |
| 2.0 | 23/07/2025 | Senait Zenebe | Suzy Malcolm | Senait Zenebe |