

Job Description

Head of Talent and Learning

Reports to: Global Director of People, Culture & OD

Location: *In our efforts to become a more globally representative organisation, we encourage applications from candidates with significant lived experience and professional expertise in Global South contexts. To help achieve this aim, the role may be based in Kenya or Brazil, though applications from candidates elsewhere are also welcomed, who can demonstrate this lived experience and professional expertise.*

Reportees: Talent and OD Partner, Learning and Engagement Partner

*** Matrix Manager title/s:** n/a

Budget holder: Yes / No

*** Matrix Reportees:** n/a

Grade: 11

Global/Local role: Global/ Local

Position Summary:

The role of the Head of Talent and Learning is to provide influential senior leadership vision and direction in the areas of talent management, learning, engagement and OD across the global organisation. This includes designing and delivering innovation in talent strategies to adapt to changing global trends, working as part of the People Leadership team.

As a trusted partner, the role is responsible for, and provides visionary and innovative talent, learning, engagement and OD leadership to the Global Leadership Team (GLT), Senior Leaders (SLT) and stakeholders to create an environment to align talent, learning, engagement and OD strategies with organisational priorities, and providing expertise and guidance to overcome challenges and meet strategic objectives.

The position involves designing and delivering our leadership development vision, identifying and nurturing leadership talent, leading OD initiatives, and enhancing the employer brand. Additionally, it requires coaching senior leaders, working with the Global Director of People, Culture and OD to shape the organisational structure for efficiency, and developing long-term talent development and succession planning processes. The role creates the environment for a learning culture, driving cultural development, while promoting equity and diversity in all that we do.

The post will partner closely with the Global Director of People, Culture and OD and the People Leadership Team (PLT) on key initiatives to deliver the Talent, Learning, Engagement and OD aspects of our People Strategy as part of transforming World Animal Protection into a high-performing, high-impact organisation.

Key Responsibilities

- Provide senior level leadership vision and be responsible for the operational excellence of Talent, Learning, engagement and OD at World Animal Protection, ensuring the organisation develops high quality and sustainable operational excellence in support of our global strategy.

- Deliver innovative approaches that support cultural change, enhance organisational capability and optimise workforce performance ensuring we have the right people, with the right skills, in the right roles at the right time.
- Develop and drive a global employee engagement strategy, leveraging data insights and feedback to shape initiatives that enhance workplace culture, strengthen employee voice, and create a sense of belonging across diverse teams.
- Develop and implement a global learning strategy that is responsive to the diverse needs of Country Offices, ensuring locally relevant, accessible, and impactful learning solutions that align with organisational priorities and future skills requirements.
- Lead the Talent, Learning, Engagement and OD team to implement and high impact strategies, solutions, and initiatives in line with our Global People Strategy and the organisation's delivery goals.
- Coach, provide expert advice and guide our Senior Leadership Team (SLT), to produce and sustain high-quality talent development and organisational effectiveness, increasing individual and team performance,
- Design and deliver Talent management processes which identify and create a pipeline of talent and actively manages a talent pool of potential employees.
- Role model World Animal Protection values and behaviours as a senior leader to the team, as part of the PLT and in the wider organisation.
- The role holder will comply with the organisation's policies and procedures.
- Through strong and professional leadership, be responsible for the provision of operational direction on talent, learning, engagement and OD across the global organisation which reflects our strategic needs.
- Engage, build and maintain relationships with key senior stakeholders to identify challenges and gaps and provide specialist advice, guidance and interventions to enable the delivery of individual and collective strategic objectives.
- As a key member of the People Leadership team, develop and execute plans to ensure close alignment to organisational strategic priorities through strong collaboration and effective team working.
- Create and maintain an innovative and progressive approach to talent, so we can respond and adapt to changing global trends.
- Lead the development of high-quality leadership through designing, commissioning and delivering outstanding leadership development programmes for leaders and managers.
- Identify and nurture leadership talent within the organisation through coaching, mentoring, and development programmes.
- Direct and deliver innovative and impactful global Talent, Learning, Engagement and OD projects and activities by identifying areas for optimisation, automation, and efficiency and implementing new solutions and methodologies (including but not limited to , employee engagement activity, organisational development initiatives, change programmes, reporting, equity, diversity and inclusion and talent development) which meet organisational strategic needs and both have a long-term positive impact and support building a diverse, equitable and inclusive organisation.
- Lead change management ensuring smooth transitions and minimal disruption to our work, promoting an integrated approach to OD with internal and external partners.
- Develop and maintain the employer brand to attract and retain top talent, focusing on our employee value proposition, culture and values.
- Coach and advise senior leaders to improve their performance and effectiveness.
- Evaluate and recommend changes to the organisational structure to enhance efficiency and effectiveness.

- In partnership with the People Leadership Team, engage in the business planning and budgeting process to ensure our aims are appropriately managed and resourced.
- Direct and lead the use of data and analytics (including analysing and interpreting external trends) to track and measure meaningful metrics and use this data to create insight, inform decisions, make recommendations, and adjust or course-correct strategies.
- With the People Leadership team, challenge conventional approaches and lead cultural development to drive forward change, demonstrating a commitment to creating a learning organisation culture delivering continuous improvement, stewarding the cultural development of the organisation to ensure demonstrable evidence of our lived values and behaviours.
- Foster and maintain relationships with external professional bodies, third party suppliers, advisers, and consultants and where appropriate, manage contract performance effectively.
- Maintain professional CPD, staying informed about industry trends, best practices, and emerging technologies across Talent, Resourcing and OD and apply this to your everyday work.
- With the Director of People Operations, deputise for the Global Director of People, Culture and OD as directed.

Finance

- Oversee the development of the department's budget in liaison with the Finance team.
- Take overall responsibility for the effective and efficient management of delegated budget in accordance with World Animal Protection's financial procedures and local governance regulations.

Leadership Responsibilities

- Foster a culture of empowerment and collaboration, making impactful decisions and encouraging innovation and creativity.
- Effectively delegating, assigning tasks and removing barriers to achieve the best outcomes.
- Address conflicts, obstacles, and performance gaps affecting the team promptly and constructively.
- Translate global strategies into clear deliverables, aligning activities with the global mission.
- Prioritise action, using evidence and knowledge to support decisions.
- Manage and mitigate evaluated risks, ensuring outcomes align with global strategy.
- Navigate ambiguities, pushing boundaries while fostering growth and achievement.
- Be authentic and genuine, actively seeking connections and nurturing relationships.
- Recognise and communicate organisational dynamics, setting a global vision.
- Direct team energy towards agreed goals, driving action and maintaining momentum in an uncertain world.
- Define ambitious goals collaboratively, fostering continuous improvement and balancing interests.
- Value diverse backgrounds, cultures, and identities to help create an environment where everyone feels valued and empowered.

Organisational responsibilities

- Delivery of World Animal Protection's Global Strategy across the core themes of Mission, Movement & Transformation in a global, matrix environment
- Work cooperatively with external organisations, teams within World Animal Protection and in the wider animal welfare movement to pursue programme objectives and wider organisational goals, including those relating to brand, communications, fundraising and resource management.

- Actively participate in building our brand and maintain the integrity of our brand to support our profile, lead generation, income and engagement.
- Help secure resources (income) and reach (people and partnerships) by actively contributing to our supporter relationships, fundraising, communications, and donor reporting.
- Actively participate and support the organisation to ensure that we manage our resources (financial, staff and IT) efficiently and effectively by improvement of systems, reporting and compliance.
- Contribute to a learning culture and create a positive working environment for staff.
- The role holder will from time to time be required to undertake any other duties that are within the scope of this role. Take responsibility for their own health, safety and welfare, comply with H&S policy and procedures, and not act in any way that compromises the safety of themselves, colleagues or the public.
- The post holder may be required to travel internationally to provide support or participate in World Animal Protection's activities as and when required.
- The post holder will be required to maintain confidentiality of information
- Comply with requirements related to the relevant Privacy and/or Data Protection Acts that apply to the work being conducted by the post holder (For example this may include the General Data Protection Regulation (EU) 2016/679 and any local Privacy and Data laws and Regulations).

Key Skills and Requirements for the position:

Key Skill/Requirement Description	Essential	Desirable
Substantial experience in a specialist talent, learning & OD role, operating with a high degree of autonomy.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience in developing and delivering successful talent approaches and working in a talent function in a complex matrixed organisation.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience in planning, designing, and delivering multiple organisational development projects and initiatives across the business.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience in coaching at a senior level.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Demonstrable experience in managing and delivering projects to plan, cost and quality, resulting in successful outcomes.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience in leading and motivating teams, proactively developing team dynamics and performance, to ensure quality standards are consistently achieved.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Experience in supporting cultural change at an organisational level.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Demonstrable experience in leadership and the development of innovative approaches to complex problems	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Demonstrable commitment to the promotion of equality and diversity.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Skills in negotiating, persuading and influencing with the ability to make logical, well-balanced and reasoned decisions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Excellent written and oral communication skills, with the ability to present clear, well-structured reports and briefs.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Proven capabilities as a senior leader and manager, with a proactive flexible and inclusive management style appropriate to the complexity and diversity of the organisation	<input checked="" type="checkbox"/>	<input type="checkbox"/>

The ability to build good relationships and partnerships with key influencers across the organisation.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A commitment to people development and the organisational values and behaviours that underpins the culture of World Animal Protection	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Understanding of building competency frameworks	<input checked="" type="checkbox"/>	<input type="checkbox"/>
CIPD or other relevant HRM qualification or equivalent experience	<input checked="" type="checkbox"/>	<input type="checkbox"/>
An excellent understanding of relevant legislation compliance	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Experience leading talent and resourcing functions within INGO organisations	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Demonstrable experience of and comfort with public speaking - seen as a thought leader	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Designing and implementing assessment centres	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Qualification in the use of psychometric tools such as OPQ, Insights Discovery	<input type="checkbox"/>	<input checked="" type="checkbox"/>

At World Animal Protection, we cherish diversity and inclusion. We understand that varied backgrounds, identities, and perspectives drive innovation and resilience in our pursuit of global animal welfare. We are committed to creating a workplace where every individual is valued, respected, and empowered to contribute their unique strengths, especially welcoming those from under-represented communities.

At World Animal Protection, there is a strong emphasis on integrating core values into every aspect of work and conduct. These values are expected to be reflected not only in day-to-day activities but also consistently embedded into all relevant policies and procedures. Below is a list of these values and behaviours, exemplifying the expectations set forth for the team:

Global: We make decisions & act with a global mindset.

Diverse and Inclusive: We actively encourage and promote diversity, ensure all voices are heard and included and are committed to equal opportunities for all.

Collaborative: We work together and co-create to achieve lasting change.

Agile: We make change happen in a fast-moving world.

Growing People: We continually learn and develop.

Accountable: We are role models. We take responsibility for our actions and encourage others to do the same.

Courageous: We push boundaries, take risks and set ambitious targets.

Last updated date: **06/02/25**