

VVOB - Education for Development – HR Advisor

Who are we?

VVOB – education for development is an international non-profit organisation with over 40 years' experience in strengthening the quality of education systems in Africa, Asia and South America in close partnership with ministries of education and their institutions. Our head office is based in Brussels, Belgium.

We implement our programmes and projects with one shared passion: to ensure the improvement of quality education. In striving for that ambition, we place our values 'commitment', 'integrity', 'respect', 'quality' and 'innovation' central.

Do you share our ambition to ensure that learners around the world can enjoy their fundamental human right to quality education, without exception? Are you convinced as well that quality education guarantees equal opportunities for everyone and is the key to a better world?

We are looking for an HR Advisor who will operate from our office in Brussels, Belgium. Do you want to take on this challenge? Then continue reading!

Position in the organisation

You are a member of the global HR team, collaborating closely with your team members and colleagues across the departments. In addition, you partner with Country Management Teams and HR colleagues in our operating countries, as well as with colleagues at the Global Office.

The Global Office HR team consists of the Global Director of HR, three HR Advisors and one HR Officer.

The HR Advisor reports directly to the Global Director of HR.

Result areas of this position:

- You translate the global HR strategy and policies into effective, locally embedded practices, with a strong focus on **learning & development, performance management and integrity**.
- You advise on and guide the development, implementation and monitoring of HR policies, procedures and tools within these domains, ensuring alignment with organisational goals, values and local legislation.
- You oversee and continuously improve core HR processes, with responsibility for integrity, performance management and learning & development, ensuring these processes are coherent, effective and continuously evolving.
- You represent the HR perspective in discussions with management teams and employees and provide expert advice, coaching and hands-on support on performance, learning & development and integrity.
- You stay up to date with trends, emerging developments and research in Human Resource Management, particularly in learning & development, performance management and integrity, and translate insights into innovative ideas and concrete improvements.

- As both a domain expert and an all-round HR generalist, you lead and coordinate HR projects, improve policies and processes, and flexibly respond to evolving organisational needs.
- You work closely with colleagues in the HR team, collaborating with domain experts in other HR areas and with HR colleagues providing operational support, to ensure coherent, high-quality and well-coordinated HR services across the organisation.