



Global Head of Human Resources

## Description

### About CBM

CBM is an international development organisation committed to improving the quality of life of persons with disabilities in the world's poorest communities. Based on Christian values and over 100 years of professional expertise, CBM addresses poverty as a cause and a consequence of disability.

CBM works in partnership to create an inclusive society for all. They do that by partnering with government, non-governmental organisations, and Organisations of Persons with Disabilities (OPDs) to develop and implement disability-inclusive development programmes.

The organisation focuses on Community-Based Inclusive Development (CBID), Inclusive Eye Health, and Inclusive Humanitarian Action to ensure that persons with disabilities and their organisations fully participate in their communities' social, economic, and political life and access effective support when needed.

### About the Role

The Global Head of Human Resources will report to the CEO of Finance and Administration, leading the Division of Human Resources with a global focus and perspective. They will create and maintain a robust, compliant structure while ensuring data consistency through a centralised system portfolio. This role will foster global collaboration and cultural alignment across diverse teams. The Global Head will shape and implement a global HR strategy supporting business goals and champion diversity, inclusion, and employee well-being, promoting a positive, growth-oriented workplace culture for all.

### Duties and Responsibilities

- Manage the overall responsibility for the global Human Resource Division.
- Oversee and frame the development of HR policies, governance practices and HR operations, ensuring compliance and adherence to the strategy of CBM;
- Provide empowering leadership and functional management guidance to the Global HR Business Partners, the Regional HR Managers (dotted line) and the HR Specialist for global standards, e.g. Global Governance, Learning, Compensation and Benefits, Internal Communication, and Culture;
- Identify and strive for innovations to simplify, clarify, and harmonise HR frameworks, standards, processes, and workflows, including using contemporary HR Systems and Tools;
- Drive and implement change effectively.

### Skills and Experience

- Bachelor's or master's degree in Business Administration, Human Resource Management or equivalent;
- Professional qualification in HR such as Certified Human Resource Management Professionals (CHRP) qualification or equivalent;
- In-depth knowledge of all aspects of HR, preferably with experience in a multinational corporation or NGO;
- Experience in operational HR management focusing on solutions and outcome-driven design of processes and policies, preferably in environments of change and transformation;
- Experience operating personnel systems and the ambition to drive a modern digital data set-up;
- Strong emotional intelligence and the ability to push for emotional awareness;
- Independent, agile, and flexible working style, with a "hands-on" mentality based on structured working methods;
- A self-starter who wants to deliver results and impact;
- Fluency in English is required. Proficient-level German, French or other language skills are a plus;
- A commitment to CBM's Christian values.

### Meta Fields