

## **POSITION DESCRIPTION**

Water PNG Ltd

### **AM4014 - Manager People & Culture**

*Water PNG Limited (WPNGL) is a State-Owned Entity that became corporatized on 31<sup>st</sup> March 2017 by virtue of the National Water Supply and Sanitations Act 2016. We are committed to delivering safe water and sanitation services to the people of Papua New Guinea. As we transition into the new company, we are embracing new ways of doing business to ensure we achieve our three strategic themes, "Building the Business, Operational Excellence & Innovation and Delighting the Customer". The following vacancy now exists within the organization, at the **Head Office, Port Moresby**.*

WPNGL is inviting exceptional candidates to apply for the vital role of:

#### **MANAGER PEOPLE & CULTURE**

Reporting to the Chief Corporate Officer, the Manager People & Culture is responsible for the entire Human Resource Function including Talent Management, Performance Management, Employee and Industrial Relations, Occupational Health & Safety, Learning & Development and Lands & Properties. This role plays a pivotal role in collaborating with the business to develop and execute functional talent strategies; provide thought leadership and planning on talent and organizational impacts of business plans and decisions.

#### **Expected Competencies:**

- Degree in Human Resource Management or Industrial Psychology with a Master's Degree in HR or Business Management is preferable
- Minimum of 10 years' experience as a professional human resources generalist with 5 years of direct experience developing, implementing or evaluating performance management systems
- In depth-knowledge of HR practices including: Org Design, Performance and Change management, Leadership Coaching, Employee Relations, and Compensation with comprehensive knowledge of PNG employment laws, regulations and statutes
- Extensive experience in enhancing the organizations human resources by planning, implementing, and evaluating employee relations and human resources policies, programs, and practices including experience in implementing L&D systems and HR Automation
- Capacity to develop and maintain effective working relationships with staff, management, other organizations and external stakeholders
- Strong decision maker with excellent communication skills to drive change including experience managing people of different backgrounds and cultures
- Excellent skills on all aspects of HR for the employee lifecycle including Talent Acquisition, Talent Management, Employee Rewards, and Employee Relations with advanced skills in workforce planning, succession planning and strategic planning
- Ability to assess organizational trends and develop HR solutions to drive performance
- Ability to develop, implement and interpret policies, procedures, processes and evaluate complex data
- Ability to plan, organize and manage multiple projects and tasks simultaneously in a fast- paced environment.

#### **APPLY NOW**

Please visit our website: [http://www.vanguardpng.com/current\\_vacancies.php](http://www.vanguardpng.com/current_vacancies.php)

Complete the Application Form and follow the website instructions to forward to Vanguard International, including a detailed CV.

Alternatively, please call us on (+675) 7500 7500 or email [recruitment@vanguard.com.pg](mailto:recruitment@vanguard.com.pg)

**Applications close COB Friday 12<sup>th</sup> February 2021**

**Only shortlisted candidates will be contacted**

To apply for this position:

- Download and complete the Application Form from <http://www.vanguard.com.pg>.
- Email the application to [recruitment@vanguard.com.pg](mailto:recruitment@vanguard.com.pg) together with a copy of your CV in MS Word format.

**Note: Do not include copies of any other documents. You will be asked to provide the originals of certificates etc if you are selected for Interview**