

Role Profile & Details
Senior Analyst for Strategic Human Capital, The SEACEN Centre

Job Title	Senior Analyst Strategic Human Capital
Role Purpose	Engage in a dynamic process of building the capacity of member institutions' staff in the area of strategic human capital, in line with promoting The SEACEN Centre as the regional learning hub.
Representative Job	Reports to the Director for L&G

Principal Accountabilities

Training

- Acts as Course Director, with the key roles of diagnosing SEACEN members' training needs, developing the training content, and designing and ensuring the delivery and impact of the programs
- Serves as a facilitator, talent development coach, and resource speaker
- Develops flagship programs of world-class quality that are offered annually
- Identifies and prioritizes relevant burning and topical issues to be drawn into the design of the programs
- Applies in-house research outcomes and the latest thinking, methodologies, and trends to add constructive value and produce the training content and other relevant resources
- Identifies and engages with reputable strategic partners, including human capital management consultancies and practitioners, international financial institutions, and member institutions, to develop and deliver structured and integrated programs
- Conducts rigorous program evaluations through assessment instruments, feedback, and standards to develop enhanced future programs

Research and Projects

- Conducts research activities in the area of strategic human capital to be published in professional journals, included in training materials, posted on the SEACEN website, or disseminated to relevant expert groups that are associated with The SEACEN Centre
- Participates in collaborative research projects and technical working groups, as provided for in the specific Terms of Reference

Generic Accountabilities

- Budget management: Ensures that the implementation, administration, and management of the budget for the strategic human capital programs comply with the internal operating procedures
- Strategy development: Contributes to the formulation of strategies to enhance the quality of SEACEN programs and the further institutional development of The SEACEN Centre
- Stakeholder management: Interfaces with key stakeholders:
 - Internal: Director for L&G and Executive Director
 - External: Relevant authorities in member central banks, reputable human capital management consultancies and practitioners, international financial institutions, and other central banks

Skills / Knowledge

- Qualification: Master's degree or PhD in areas including Human Resource Management, Business Management, Organizational Behavior, Psychology, Behavioral Science and Economics from an internationally recognized university or equivalent expertise acquired through other means such as training, certification, and secondment
- Experience: A minimum of five-year relevant working experience at a central bank, HR consultancy, academia/learning organization, or multilateral institution with a track record in developing and implementing strategic HR objectives for internal use or for clients; Evidence of teaching experience and quality writing and publication will be advantageous

Competencies

Behavioral (Core):

- Acts for the greater good
- Strategic insights
- Drive for excellence
- Results orientation
- Conceptual/Analytical thinking
- Organizational understanding
- Environmental awareness
- Emotional maturity
- Influencing and managing stakeholders
- Leveraging on strategic relationships/networking
- Teamwork and collaboration
- Team leadership and alignment

Behavioral (Others):

- Passion for action
- Creativity
- Flexibility
- Integrity
- Empowerment with accountability
- Interpersonal understanding
- Self confidence

Technical/Functional:

- Excellent command of the English language, both oral and written
- Highly proficient in Microsoft Office application
- Knowledge of human capital frameworks and practices
- Knowledge of current issues and trends in central banking
- Project management & evaluation skills
- Analytical thinking skills
- Leadership skills
- Facilitation & communication skills
- Networking skills
- Resource management skills

Contract

- Fixed-term contract of up to three years' duration, renewable

Secondment

- The SEACEN Centre actively welcomes applications from experienced staff at central banks/monetary authorities as part of a secondment program