

Director, Leadership & Governance

THE SEACEN CENTRE



Principal Duties & Responsibilities

Leading the Development and Delivery of Training Programmes

- Provides thought leadership on methodologies to create leadership journeys for different levels of central bank staff to support their long-term development.
- Designs governance programmes that are action-learning centric to drive impact back at the central bank.
- Provides expertise as a resource person in capacity building/training programmes and other relevant forums to impart insights and foster engaging learning communities.
- Collaborates with and manages third-party training providers and guest speakers, if needed.
- Guides the team in Training Needs Analysis, identifying learning trends, and addressing learning gaps to enable the development of highly-customised programmes.
- Constantly keeping abreast with developments and best practices related to leadership, organisational development, central bank governance, executive level pedagogy and behavioural sciences.
- Determines and manages evaluation strategies to measure the impact of training programmes for continuous improvement.
- Leads activities by using best practices to plan, execute and monitor programme development and delivery according to priorities, standards and policies.

Steering and Applying Research Outcomes

- Leads the conduct of research into leadership and governance issues in the context of central banking, including developing case studies and producing quality research papers for publication in relevant resources.
- Leads collaborative SEACEN member central bank research projects and technical working groups in the areas of leadership and governance.
- Incorporates the research outcomes, where relevant, in the delivery of the training programmes.
- Facilitates relevant research forums.

Engaging with Stakeholders

- Develops and maintains strong relationships with key stakeholders to ensure programmes are aligned with the learning needs of SEACEN member central banks.
- Provides views/inputs on leadership development and governance matters as and when requested by member central banks for their internal use.
- Fosters team knowledge-sharing and collaboration within the SEACEN Centre's Leadership, Governance and Human Capital pillar.

Operational Management

- Strategically plans the relevant capacity building initiatives on an annual basis, in line with budgetary and other resource considerations.
- Drives alignment across team, functional and organisational boundaries to contribute to the achievement of shared outcomes for the SEACEN Centre.
- Provides guidance and coaching to team members for development and growth.

Purpose of Role

The incumbent will be leading the development and delivery of capacity building programmes in the areas of Leadership Development and Governance as well as Human Capital, that align with the SEACEN member central banks' business strategy and people philosophy.

Length of Assignment

Fixed-term contract of up to three years, with possibility of renewal. The SEACEN Centre actively welcomes applications from central banks/monetary authorities as part of a secondment programme.

Location and Reporting

Kuala Lumpur, Malaysia, with extensive travel within the region and occasional travel outside the region. Position reports to the Executive Director, The SEACEN Centre

Qualifications

Advanced Degree in Leadership/ Organizational Governance/ Organizational Development/ Psychology/ Human Resources or related fields with at least 15 years of relevant working experience and a proven track record in areas of leadership development, talent management and/or central bank/corporate governance.

- Has a deep business acumen with the ability to analyse the critical business drivers, integrate insights into priorities, effectively scope issues and make sound decisions to drive meaningful change.
- Highly organised, experienced in leading programmes from conception to close as well as managing multiple priorities and stakeholders.
- Has excellent oral and written communication skills in the English language with high interpersonal skills.
- Teaching and training experience will be an excellent advantage.

Compensation, Benefits and Requirements

The position offers competitive salary conditions and benefits. The following documents should be sent to hr@seacen.org by 31 December 2020:

- Latest CV
- Relevant graduate/postgraduate certificates
- Current and expected salary
- Three references, of which one is professional, i.e. from individuals who have worked with you in a professional capacity and who can comment on your suitability for the advertised position
- Recent passport-size photo

Additional information about the position can be obtained from Shuhaila Ibrahim, shuhaila.ibrahim@seacen.org or Wan Intan Shahfinas Abas, intan@seacen.org.

Only shortlisted candidates will be notified.