

VACANCY ANNOUNCEMENT

HEAD OF ORGANISATIONAL DEVELOPMENT

JOB OVERVIEW & PRIMARY PURPOSE

Reporting to the Group Head of Human Resources, the ideal candidate will be responsible for shaping our people and culture agenda by leading key organizational development functions including Learning & Development, Succession Planning, Organizational Culture, Performance Management, Employee Engagement, Change Management, and HR Communications.

SECONDARY PURPOSES

The successful candidate will ensure that our workforce is engaged, capable, and future-ready, enabling the organization to deliver on its long-term strategic goals.

KEY AREAS OF RESPONSIBILITIES

- **Learning & Development** – Design and implement groupwide learning strategies, leadership development programs, and continuous professional development initiatives.
- **Succession Planning & Career Pathing** – Establish frameworks to identify, develop, and retain high-potential talent and ensure robust succession pipelines for critical roles.
- **Organizational Culture** – Shape and embed the desired organizational culture and values, driving change and alignment across all levels of the organization.
- **Performance Management** – Lead the design and continuous improvement of performance management systems to build a high-performance culture.
- **Employee Recognition & Awards** – Develop recognition strategies and programs that reinforce desired behaviors and celebrate excellence.
- **Change Management** – Provide thought leadership and practical frameworks for managing organizational change, ensuring business continuity and workforce alignment.
- **Employee Engagement & Employee Value Proposition** – Design and drive initiatives that enhance employee engagement, wellbeing, and employee value proposition.
- **Recruitment & Induction** – Partner with talent acquisition teams to ensure recruitment and onboarding align with organizational culture and long-term development goals.
- **Organizational Structures & Job Profiles** – Provide strategic input on organizational design, structures, and role profiles to optimize efficiency and clarity of responsibilities.
- **HR Communications** – Lead internal HR communication strategies to ensure clarity, transparency, and employee connection to organizational vision and strategy.

QUALIFICATIONS

- Over 10 Years' practical experience in Strategic HR leadership with extensive expertise in Organizational development, Culture transformation, Leadership Development and Performance Management.
- Bachelor's degree in Human Resource Management, Organizational Development, Learning & Development, Industrial Psychology or a related field.
- Master's degree is preferred.
- Membership to an HR Professional Body is an added advantage.
- Exceptional ability to influence and engage stakeholders at senior management and executive levels.
- A strong business acumen and ability to link people's strategies with organizational goals.
- A lateral thinker with the ability to work independently and within teams to drive impact.

HOW TO APPLY

Eligible visionary HR leaders are invited to submit their resume and cover letter by email using the following address: recruitments@nicomw.com. Closing date is **5th October 2025**. Applications should be addressed to:

The Group Head of Human Resources
NICO Holdings Plc
P.O Box 501,
Blantyre

