



Job Vacancy Announcement

Position Title	Group Human Resources Director
Department	Group Human Resources
Role Summary	The Group Human Resources Director is responsible for providing strategic leadership and oversight of the Human Resources function across NAWEC. The role leads to the development and implementation of human capital strategies, policies, systems, and initiatives that support organizational performance, workforce capability, employee engagement, succession planning, and sustainable business growth.
Reporting Relationships	Managing Director
Duties and Responsibilities	
Strategic Human Resource Leadership	• Contribute to the development and execution of NAWEC Group's corporate strategy and business objectives. • Develop and implement a comprehensive Human Capital Strategy aligned with organizational goals and future workforce requirements. • Lead workforce planning initiatives to ensure the organization has the capability, capacity, and talent required to meet current and future business needs. • Develop, monitor, and report on Human Resources KPIs and strategic objectives. • Prepare and manage the annual Human Resources budget and monitor expenditure against approved plans. • Promote a high-performance culture that emphasizes accountability, continuous improvement, collaboration, diversity, inclusion, innovation, and employee engagement.



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Organization Design and Workforce Planning	• Design and maintain effective organizational structures and workforce models that support operational efficiency and business growth. • Lead workforce planning initiatives that align human capital requirements with business objectives and future operational needs.
Leadership and Team Development	• Lead the development, coaching, and performance management of the Human Resources team across the Group. • Foster a culture of professionalism, collaboration, continuous learning, and service excellence within the Human Resources function.
Labour Relations and Compliance	• Ensure compliance with all applicable labour legislation, employment regulations, corporate governance requirements, and internal policies. • Oversee employee and industrial relations strategies, maintain constructive engagement with employee representatives and staff associations. • Develop and maintain HR policies, procedures, and governance frameworks in accordance with international best practices.
Talent Management and Succession Planning	• Lead talent acquisition, succession planning, talent management, and employee retention initiatives to attract and retain high-caliber employees. • Develop and oversee learning, leadership development, technical training, and organizational capability-building programmes. • Support workforce capability development through effective talent management strategies and succession frameworks.
Performance Management	• Establish and maintain an effective performance management framework that drives individual, departmental, and organizational performance.



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	• Promote accountability and continuous improvement through performance measurement and development initiatives.
Compensation and Benefits Management	• Design and manage compensation, benefits, reward, and recognition frameworks that support organizational objectives and market competitiveness. • Ensure remuneration structures are aligned with workforce and business requirements.
Change Management and Culture Transformation	• Provide strategic guidance on organizational change management, culture transformation, and workforce modernization initiatives. • Support organizational development initiatives that improve effectiveness, employee engagement, and performance.
Employee Wellbeing and Welfare	• Oversee employee wellbeing, occupational health, staff welfare, and employee assistance programmes. • Promote initiatives that support employee health, safety, engagement, and productivity.
HR Technology and Workforce Analytics	• Ensure the effective implementation and continuous improvement of Human Resource Information Systems (HRIS) and workforce analytics capabilities. • Utilize workforce data and analytics to support informed decision-making and strategic workforce planning.
Executive Advisory and Stakeholder Engagement	• Provide timely workforce insights, management information, and strategic recommendations to the Executive Management Team and Board. • Foster effective employee communication channels that promote engagement, transparency, and organizational alignment. • Build productive relationships with internal and external stakeholders on workforce and organizational matters.



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Requirements and Qualifications	
Education	Master's Degree in Human Resources Management, Business Administration (MBA), Organizational Development, Industrial Relations, or a related field.
Professional Qualifications	Professional certification from a recognized Human Resources body such as CIPD, SHRM, HRCI, AHRI, or an equivalent internationally recognized certification is highly desirable.
Experience	• Minimum of ten (10) years of progressive Human Resources experience, including workforce planning, industrial relations, talent management, organizational development, compensation and benefits, and HR operations. • At least five (5) years of experience in a senior executive Human Resources leadership role within a large and complex organization. • Demonstrated experience in leading organizational transformation, culture change, workforce modernization, and performance improvement initiatives. • Proven track record in developing and implementing Human Resources strategies that support business performance and organizational sustainability. • Experience in managing employee relations within a unionized or highly regulated environment is highly desirable.
Core Competencies	
Strategic Leadership	Ability to align human capital strategy with organizational objectives and long-term business priorities. Demonstrates a strong understanding of emerging workforce trends, labour market dynamics, and industry best practices.



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Business Planning and Financial Management	Ability to develop and implement strategic and operational HR plans linked to organizational priorities. Strong budget management and resource allocation capabilities.
Leadership and People Management	Demonstrated ability to lead, motivate, develop, and inspire high-performing Human Resources teams. Builds organizational capability through coaching, mentoring, and succession planning.
Human Capital Management	Extensive knowledge of talent acquisition, workforce planning, organizational design, succession planning, employee engagement, and performance management. Ability to develop integrated people strategies that support operational excellence.
Employee and Industrial Relations	Strong understanding of labour legislation, industrial relations frameworks, collective bargaining processes, and dispute resolution mechanisms. Ability to build productive relationships with staff associations, unions, and employee representatives.
Organizational Development and Change Management	Proven ability to lead transformation initiatives, culture change programmes, and organizational redesign projects. Skilled in managing complex changes within dynamic operating environments.
Governance, Risk and Compliance	Strong understanding of employment law, corporate governance, ethics, risk management, and regulatory compliance requirements. Ensures HR policies and practices meet legal and organizational standards.
HR Technology and Analytics	Strong knowledge of Human Resource Information Systems (HRIS), digital HR solutions, workforce analytics, and data-driven decision-making. Ability to leverage technology to improve HR effectiveness and operational efficiency.
Performance and Results Orientation	Demonstrates a strong focus on achieving measurable business results through people and organizational performance. Uses



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	performance metrics and workforce data to drive continuous improvement.
Analytical and Decision-Making Skills	Strong analytical, problem-solving, and critical-thinking capabilities. Ability to evaluate complex workforce issues and develop practical, evidence-based solutions.
Stakeholder Management and Influence	Ability to build effective relationships with executives, employees, staff associations, regulators, government agencies, and external stakeholders. Skilled at influencing decisions and securing stakeholder commitment.
Communication and Negotiation	Excellent written, verbal, presentation, facilitation, and negotiation skills. Ability to communicate effectively with diverse audiences at all levels of the organization.
Sector and Business Knowledge	Understanding of utility sector operations and the interrelationship between electricity, water, corporate services, and customer service functions. Appreciates the strategic role of human capital in supporting operational reliability, service delivery, and organizational sustainability.

How to Apply

Interested candidates should submit their application letter and detailed Curriculum Vitae (CV) to:

Email: recruitment-gd@nawec.gm

Application Deadline

19th October 2026

Appointment and Start Date

Successful candidates will be appointed following the completion of the recruitment process and are expected to assume duty on **1st January 2027**.



Equal Opportunity Employer

NAWEC is committed to promoting diversity, equity, and inclusion in the workplace. Applications are encouraged from all qualified individuals regardless of gender, disability, religion, or ethnic background. Selection will be based solely on merit, qualifications, experience, and demonstrated competence.

Our Commitment

Together, powering progress and delivering essential services for national development.