



# People Partner (part time)

July 2024



# Introduction

I am delighted that you are interested in becoming IPPF's People Partner (part-time) – European Network, Americas and The Caribbean Regional Office at this critical time for sexual and reproductive health and rights. Our Federation has a bold new strategy, and Member Associations in over 120 countries are at the forefront of delivering quality services, comprehensive information and advocating for just laws so that more people in more places for more circumstances may realise their sexual and reproductive health and rights (SRHR).

As a Secretariat we have transformed to ensure we are equipped to face the challenges ahead. Through a new structure, newly created roles and new ways of working, we are leveraging the capacity of the whole Secretariat. Our very existence manifests just how the demand for dignity in sexual and reproductive health and rights is universal to people the world over. But that world is changing rapidly. Tough challenges must be confronted – the toxic legacies of longstanding racism, sexism and homophobia, for example; the deepening impacts of the climate crisis, violence, and inequalities; the escalating consequences of new technologies, population displacements, and habitat destruction.

We are now looking for people to join us and make our 'Come Together-Strategy 2028,' a reality. Revolutionising IPPF, placing it in a stronger position to support SRHR for those who are left out, locked out, or left behind. Come Together commits IPPF to shaping laws, policies and norms through feminist action and international solidarity; and to strengthen the Federation, adding new drive for real and lasting impact.

I would invite you to take this opportunity to see how your management can contribute towards our strategy.

As we transform the approach to People Organisation & Culture, we are looking to be more dynamic, agile, and diverse. Building consistency, keeping on the 'front foot' of evolving people practices, bringing a proactive approach to attracting talent, people performance and development, whilst enhancing the employee experience journey too.

**Dr Alvaro Bermejo, Director General**



# The Role

**Role:**

People Partner (part-time) – European Network, Americas and The Caribbean Regional Officer

**Responsible to:**

Director – People, Organisation & Culture (UK-based)

**Responsible for:**

HR Officer (based in Mexico City)

**Location:**

London, UK

**Salary:**

£50,000 – £73,197 pro rated

**Working Days:**

Part-Time (hybrid working) e.g. 3 days per week (with flexibility on hours over 5 days)



# About IPPF

International Planned Parenthood Federation (IPPF) is a global healthcare provider and a leading advocate of sexual and reproductive health and rights (SRHR) for all.

Led by a courageous and determined group of women, IPPF was founded in 1952 at the Third International Planned Parenthood Conference. Today, we are a movement of 150 Member Associations and Collaborative Partners with a presence in over 146 countries.

Our work is wide-ranging, including comprehensive sex education, provision of contraceptives, safe abortion, and maternal care and responding to humanitarian crises. We pride ourselves on being local through our members and global through our network.

At the heart of our mission is providing – and advocacy in support of – integrated healthcare to anyone who needs it regardless of race, gender, sex, income, and, crucially, no matter how remote.



## Why Join IPPF

IPPF offers meaningful work, an inspiring environment, professional growth, and the chance to make a lasting impact on the lives of individuals and communities around the world. Working for IPPF offers a compelling value proposition:

- **Mission-Driven Organization:** IPPF is a globally recognized leader. By joining IPPF, you become part of a mission-driven organization dedicated to empowering individuals and communities, advancing gender equality, and improving access to comprehensive healthcare services.
- **Bringing Positive Change:** IPPF brings positive change to the lives of millions of people worldwide. Reducing maternal mortality, preventing unintended pregnancies, combating gender-based violence, promoting comprehensive sexuality education, and advocating for the realization of sexual and reproductive health, rights and justice for all, and especially marginalized people.
- **Global Reach and Influence:** IPPF's Secretariat works in 6 regions with a registered office in London providing the opportunity to work across different cultures and geographies, collaborating with diverse teams with different lived experiences, different languages, and sexual orientation. Providing a unique opportunity to work on a global scale to shape change and implement innovative approaches that help colleagues operate at their best to support the sexual and reproductive health needs of communities worldwide.
- **Foster Professional Development:** IPPF offers the opportunity for you to support the Secretariat and its leadership on a transformational journey of system-wide culture change, bringing ideas for new ways of working and space for you to utilize your full skills-set while broadening your expertise to thrive in a truly diverse, multi-cultural environment as part of the global leadership team.
- **Commitment to Diversity and Inclusion:** IPPF is committed to diversity, equity, and inclusion in all aspects of its work. You will play a crucial role in building an inclusive and equitable organization that respects and values individuals' backgrounds, experiences, and identities.



# 'Come Together' – IPPF Strategy 2028

To be impactful in a world of change, IPPF must change too. That is what Strategy 2028 is all about.

Come Together is written simply to be understood widely. It is informed by young people who want more inclusive and accessible language. The strategy aims to demystify Sexual and Reproductive Health and Rights (SRHR) and to speak in direct terms about the federation and its strategic ambitions. It speaks in a collective voice that recognises IPPF's diversity as well as its sense of solidarity and shared mission.

The structure of the strategy is also simple. It has four pillars. Three pillars face outwards to the world and one faces inwards to the federation. Each pillar contains a goal and three pathways. The pathways are the actions we need to prioritise to achieve our goals. The pathways are accompanied by sets of change commitments. The pillars and pathways bring focus and direction. But they are not mutually exclusive. Throughout the strategy, linkages bridge and weave across the different pillars and pathways. None exists in isolation. Core IPPF areas such as gender, youth, humanitarian, or rights cannot be fitted into a single pillar. They run across the strategy.

Come Together builds on IPPF's previous strategy, but it is also a departure from it. The biggest change is the commitment by member associations and the Secretariat to focus resources on reaching people who are being excluded and marginalised with quality and people-centred care. Come Together further commits IPPF to shaping laws, policies and norms through feminist action and international solidarity. Thirdly, Come Together commits to nurturing the federation, addressing shortcomings and adding new impetus for real and lasting impact.

[See here for further information](#)



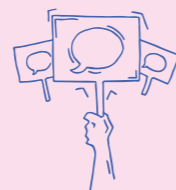
# IPPF STRATEGY 4 PILLARS



## 1. Center care on people

Expand Choice  
Widen Access  
Advance Digital & Self Care

- Proportion of [service providing] MAS/CPs providing IPES-plus AND meeting quality standards.
- Number of clients served by type of services and model of care (including Digital Health Interventions (DHIS), facilitated self-care) with focus on adolescents and young people, people in humanitarian settings and other marginalized and excluded people.
- Number of services provided by type of services and model of care (including DHIS, facilitated self-care) with focus on adolescents and young people, people in humanitarian settings and other marginalized and excluded people.
- Aggregated proportion of MAS'/CPs' contribution to the national SRH services provided in their countries.



## 2. Move the sexuality agenda

Ground Advocacy Shift Norms  
Act with Youth

- Number of successful policy initiatives and legislative changes in support or defence of SRHR. 6. Shifts in perception and attitudes in relation to gender equality and inclusion across the Federation and the communities we serve.
- Quality, reach and impact of CSE, youth-centred care, and progress in youth engagement in the Federation.



## 3. Solidarity for change

Support Social Movements  
Build Strategic Partnerships  
Innovate & Share Knowledge

- IPPF's contribution in supporting social movements and defending activists.
- Number of intra- and inter-sector campaigns delivered by the federation in support or defence of SRHR, through a diversity and decolonization lens. 10. Proportion of research and evidence initiatives generated by MA-led centres of learning that are from the global south.



## 4. Nurture our federation

Walk the Talk  
Chart our Identity  
Grow our Federation

- Proportion MAS/CPs receiving less than 50% of their income from one single donor.
- Overall Secretariat Efficiency Score.

# Job Summary

The People Partner European Network, Americas and the Caribbean is a part-time role at 3 days per week supporting our teams in Brussels, Mexico, Trinidad and Tobago. Working closely with our Regional and Divisional Directors, the role will support approximately 38 people.

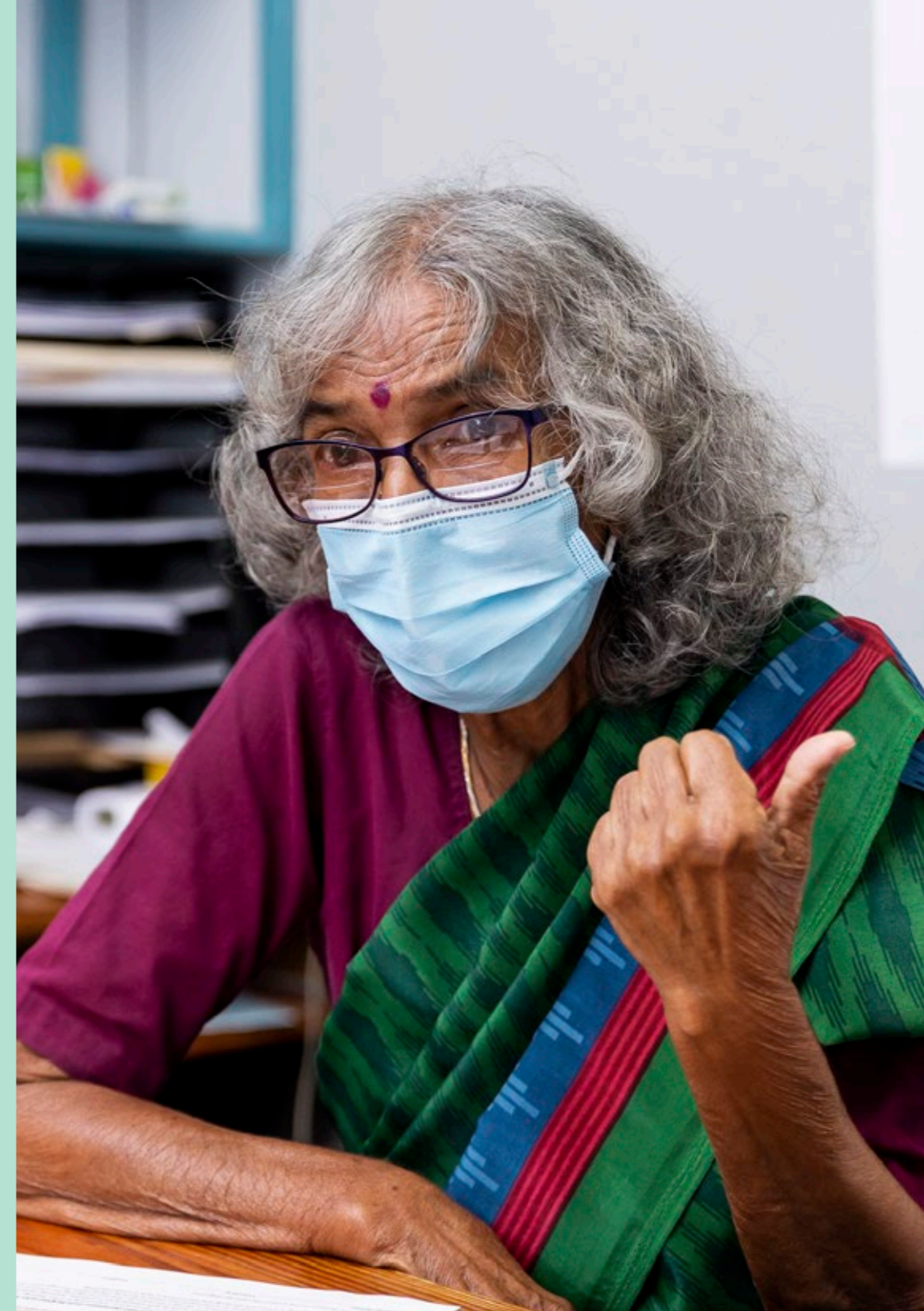
As we transform the approach to People Organisation & Culture, we are looking for people who are strategic, agile and collaborative. Building consistency, keeping on the 'front foot' of evolving people practices and bringing a proactive approach to attracting talent, people performance and development, workforce planning and enhancing the employee experience journey are important too. We are looking for someone who can develop new approaches and processes, bring people with them and collaborate in a truly global context.

This is an exciting opportunity to join a new and growing team who are at the heart of embedding our new strategy 'Come Together'. We aspire to build great environments, deliver innovative services, listen to our people and nurture our leaders. Reporting to the Director of People, Organisation and Culture (DPOC), UK-based, it is part of a wider team of People Partners working throughout our geographical regions.



# Responsibilities

- Develop and implement regional people plans with the DPOC, Regional and Divisional Directors.
- Devise, modify and manage the employee lifecycle journey to ensure a consistent and positive employee experience.
- Plan recruitment to effectively attract diverse talent, pro-actively advising on the approach. Supporting selection directly, through training and coaching recruiting managers.
- Build and manage an effective approach to managing talent, that brings more consistency across regions, improves performance and increases engagement.
- Work closely with Regional Directors to manage resources effectively, build resilience and flexibility.
- Identify, mitigate, and manage people and employee relations risks.
- Manage the pay review cycle in region in line with Secretariat guidelines and working alongside People colleagues.
- Lead the local adaptation, modification and implementation of People Policies and Procedures in line with the Secretariat framework.
- Advocate for the development of a learning organisation, where people are encouraged to proactively develop their careers.
- Build trusted relationships at all levels to deliver IPPF's People objectives while retaining line manager accountability through training and coaching support.
- Recommend, devise and adapt interventions that improve engagement, wellbeing and support culture change.
- Support and enable a safe environment, adhering to the safeguarding reporting and monitoring requirements of this role.



# Candidate profile

## Qualifications & Experience

- Fluent English and Spanish
- Qualified HR Professional with significant experience across the full employee life-cycle.
- Experience as an HR or People Partner or generalist, pro-actively advising Senior Management Teams.
- Experience of advising and working across geographies and different legal jurisdictions internationally, particularly on recruitment & ER matters, would be a benefit.
- Track record of developing and delivering ambitious people plans and managing/delivering projects.
- Experience in the co-design/development of key people initiatives.
- Qualified in the use of psychometric profiling that can be used in multi-cultural environments would be a benefit.
- Track record of working successfully with diverse, multicultural and multilingual groups and experience of supporting teamworking in diverse environments.
- Creative problem-solver, who thinks ahead and pre-empt risks/issues.

- Understands the external dynamics, political/social/economic shifts and keeps up to date with functional/sectoral/legislative changes.

## Skills

- Influencing skills with the ability to challenge and support with resilience and emotional intelligence.
- Good judgment and decision-making distilling the key elements of a context and balancing the different needs.
- Planning and organising skills with the ability to adapt and flex to changing circumstances and deliver at pace.
- Strong communication skills, verbal and written with experience of writing policies/procedures/contracts in a user-friendly way without technical jargon and in a tone of voice that supports an inclusive culture.
- Other regional languages would be a benefit e.g. French
- Highest integrity and confidentiality, approachable and supportive.

## Your Ethos

- Demonstrate an understanding of and commitment to safeguarding in a local and international context.
- Demonstrate an ability and willingness to work in a diverse, multicultural, multilingual and intergenerational environment that is anti-racist and respectful of others.
- An intersectional feminist who is passionate about sexual reproductive health care rights and justice, including safe abortion.
- Supportive of people's rights regardless of sexuality or gender identity/expression and supportive of worker's rights and access to health care.



# How to Apply

All correspondence, at this stage, should be via Oxford HR.

To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit. The document should be saved in PDF in the following format: *Your First Name-Your Last Name-Documents Name-Date (mmyy)* e.g., *Pat-Jones-CV-012023-Organisation* or *Pat-Jones-CoverLetter-012024- Organisation*.

Please note that all our clients recruiting in the UK are legally obliged to confirm that the appointee is eligible to work in the UK. As of 1 January 2021, government’s new regulations will apply. For further information visit the Home Office website at <https://www.gov.uk/browse/visas-immigration/work-visas>.

## Timeline

Closing Date:	30 <sup>th</sup> August 2024
First stage interviews:	TBC
Final interviews:	TBC

## Selection Process

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

## Equality Statement

Equality and diversity are at the core of IPPF’s values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

## Queries

If you have any queries on any aspect of the appointment process or need additional information, please email lead researcher Rosa Senent, [rsenent@oxfordhr.com](mailto:rsenent@oxfordhr.com), with subject line: IPPF People Partner role.

Emails that do not clearly specify this in the subject line may not be received in a timely manner.



# About Oxford HR

Exceptional leaders can inspire change and propel purpose-led organisations towards reaching their world-changing goals.

Finding such leaders can be a challenge; and yet their transition into leadership is vital to an organisations mission and success. Oxford HR is a global leadership consultancy dedicated to searching for and supporting remarkable leaders and teams in purpose-led organisations.

We understand the nuances of purpose-led leadership because we've worked in organisations across the breadth of the sector ourselves. We've also worked with such organisations since 1995; so we appreciate just what benefits impactful people can bring.





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## Washington

Opening Soon!