

Updated Organogram

18 April 2023

Names for roles in new Secretariat structure (17/4/23)



Organograms are dynamic documents and this document shows the current picture as understood at 17 April 2023

- Roles with names are shown as filled in GREEN
- VACANCIES are in ORANGE
- Roles to be confirmed are in BLUE
- Roles that are designated or restricted are in RED

Regions and Divisions are currently finalising their Transition, Handover and Interim Resourcing plans with further details to follow. This will include communication to MAs, Donors and any other key stakeholders.

We currently have around 70% of posts filled and 86 vacancies which are open, or will soon be, to internal and external applicants. You will find Vacancies on the Transformation Sharepoint and we have a strong focus on accessing candidates through new and diverse channels.

Work is being prioritised recognising the capacity we have available and the time it will take to build the new secretariat.

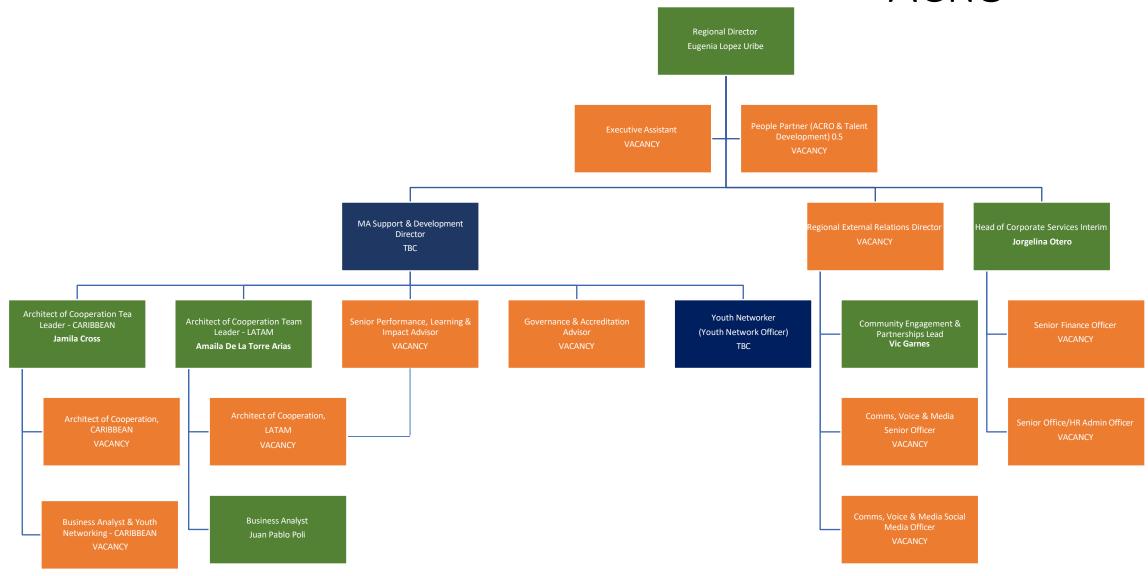
We are also starting to prepare Induction to support both new starters and those moving into new roles. These will be curated into a planned programme to make sure people receive training and support in a systematic way.

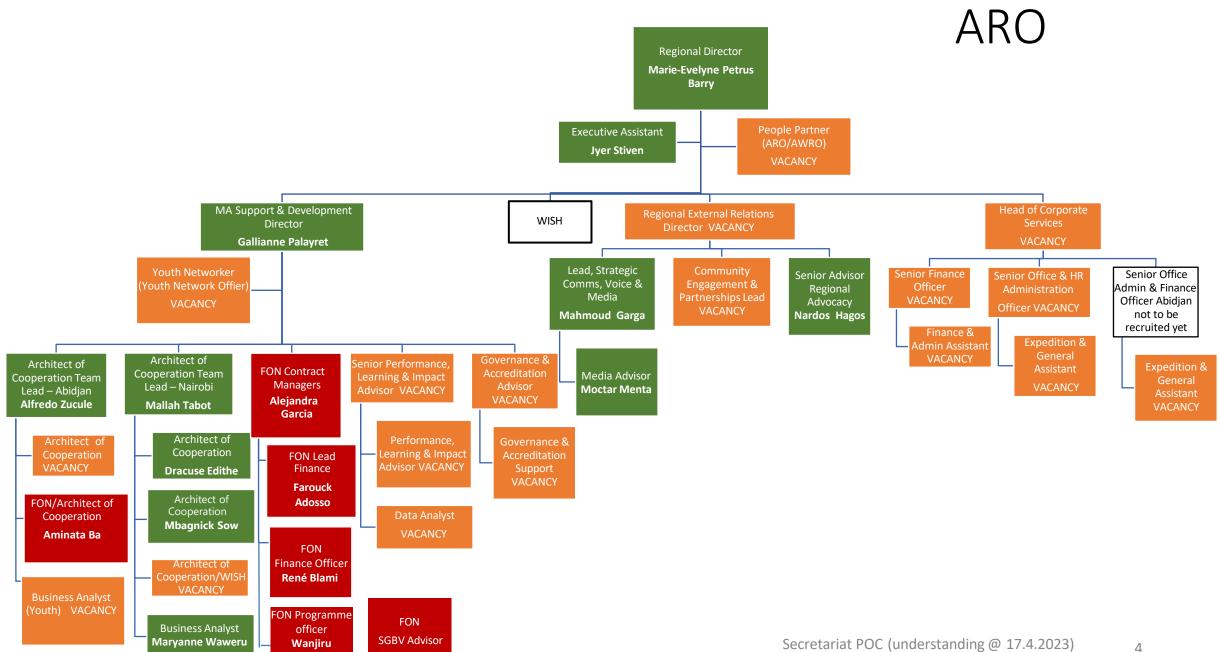
We would like to say a huge THANK YOU to all colleagues who have participated in this process.

For those staying with IPPF, we wish you a truly fulfilling and inspiring career as you join us on the journey to deliver a transformational Strategy 2028.

For those leaving IPPF, we do hope you take advantage of the outplacement support available and we wish you happiness and success as you move onwards.

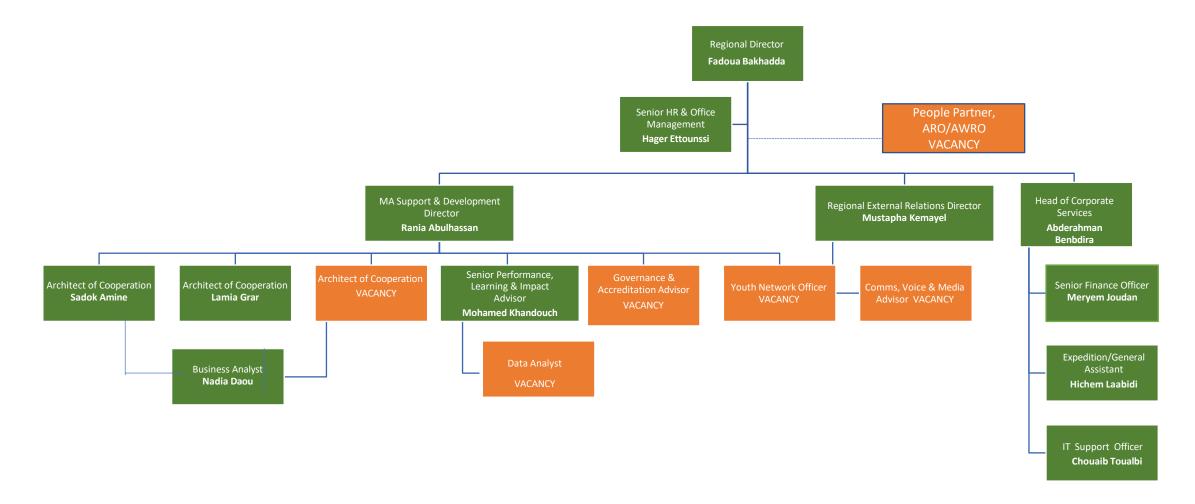
ACRO

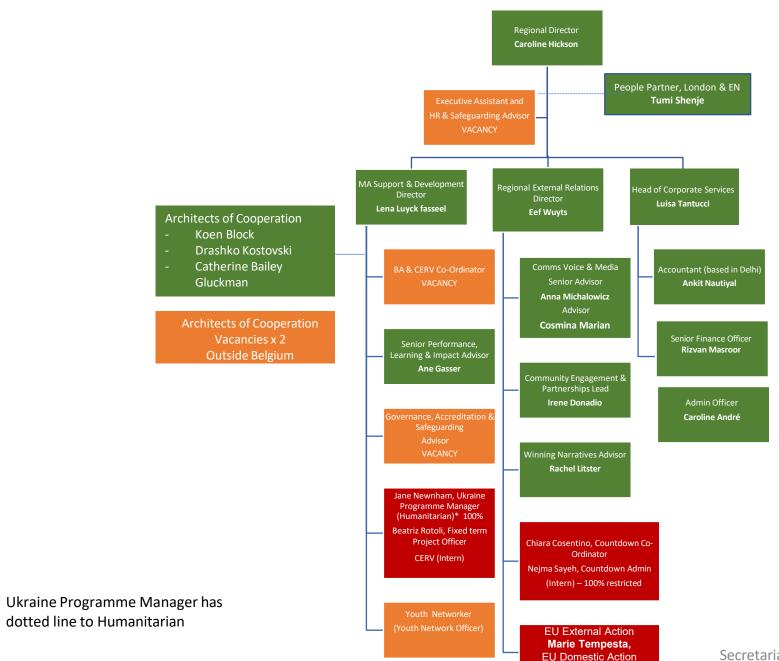




Wairimu

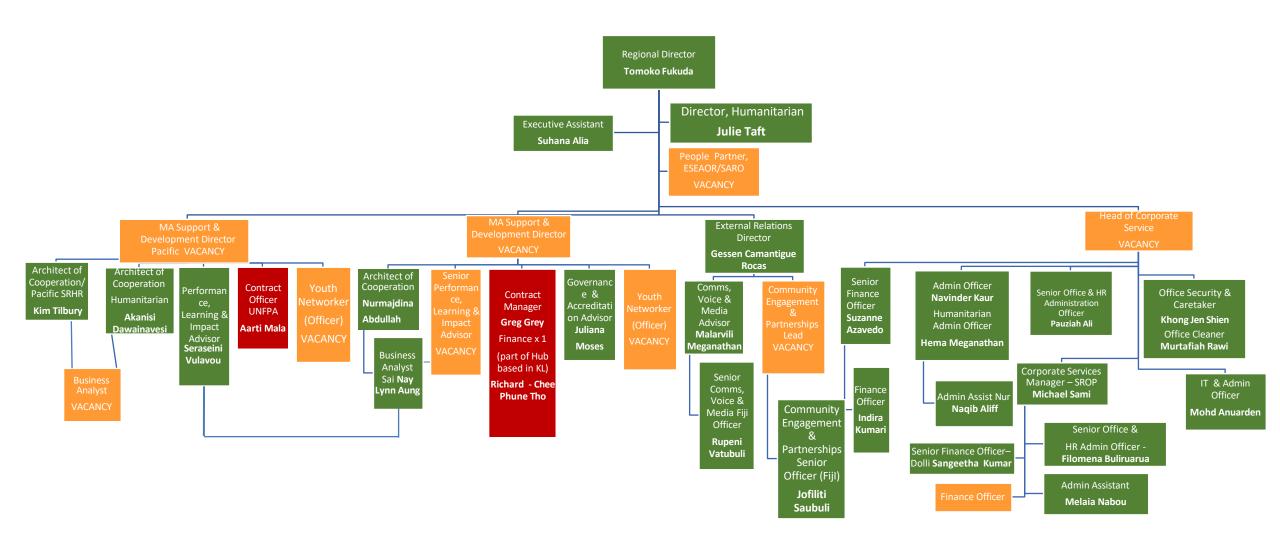
AWRO





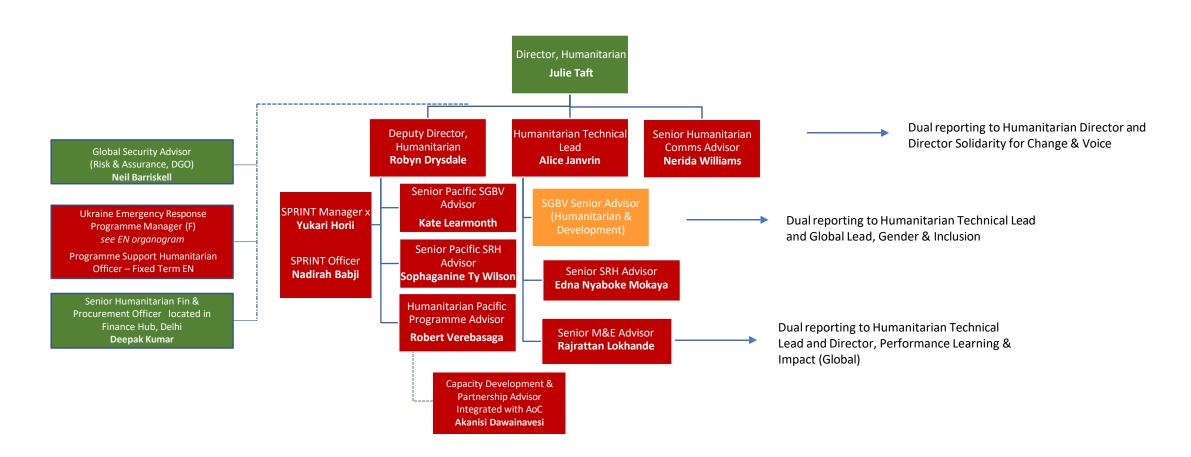
Camille Butin

ESEAOR

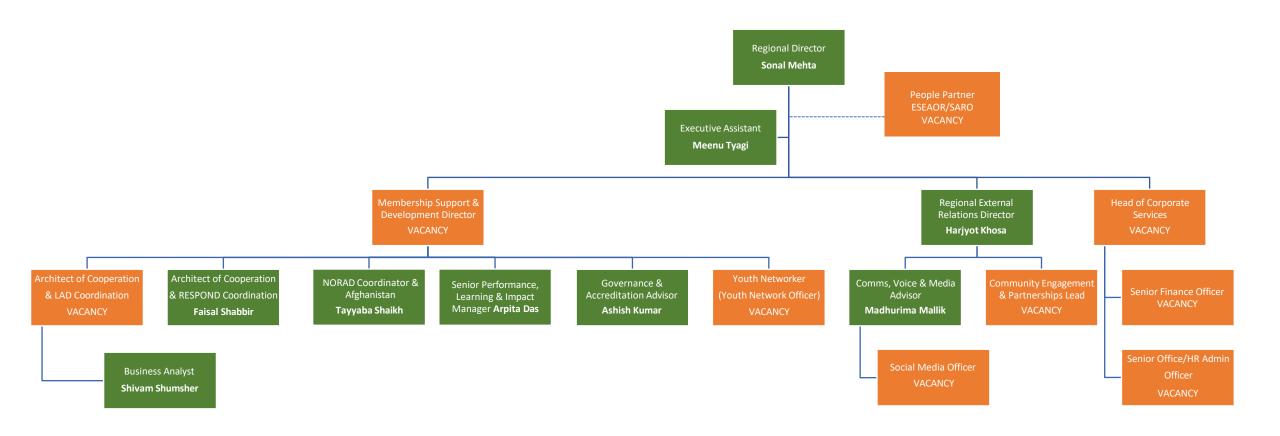


Humanitarian

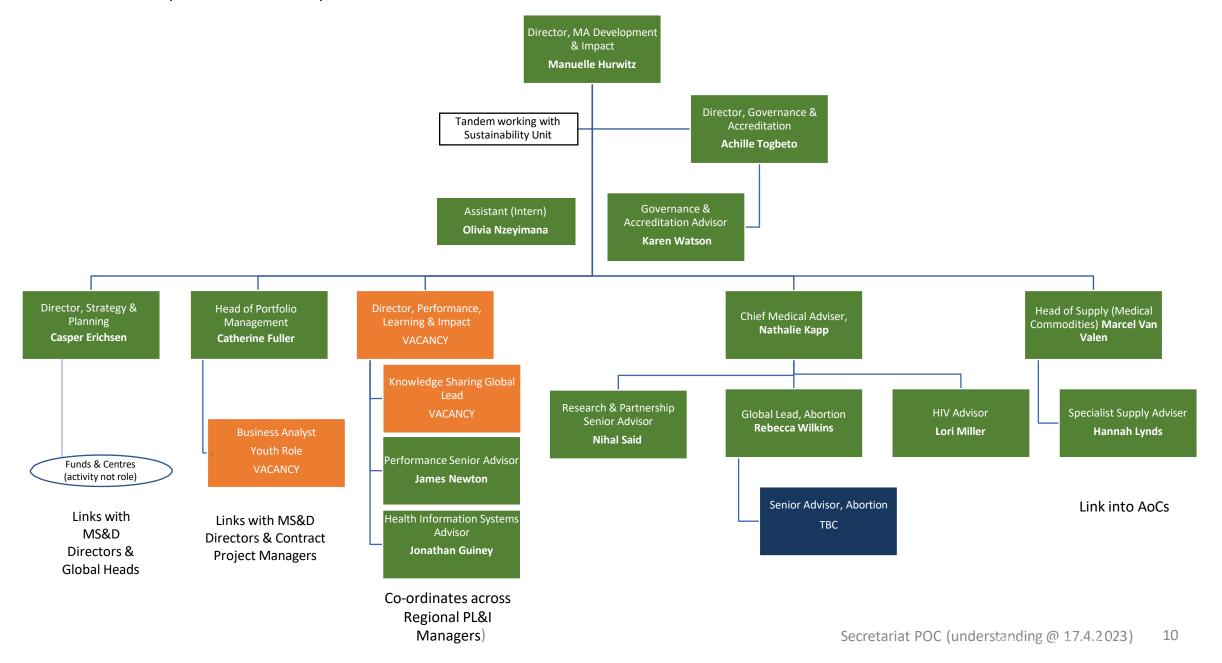
Global Humanitarian Director reports to RD, ESEAOR



SARO



MA Development & Impact – Global Unit

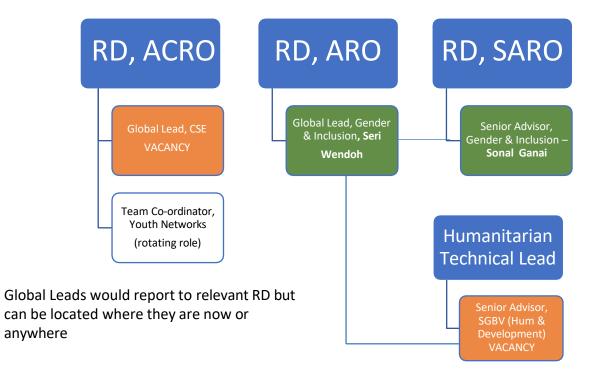


Distributive Global Leadership looking at our work from an MA perspective through Centres

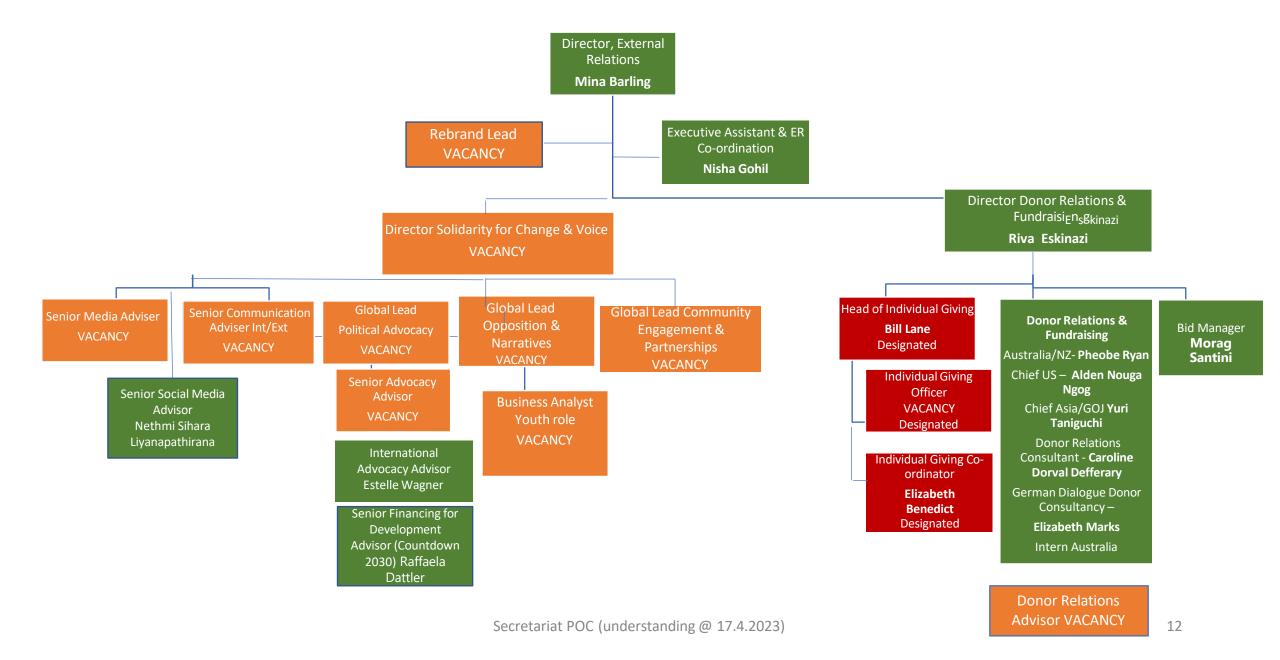


What 'Thought Leadership' means for us:

an organisation that, based on its experience and perspective in an area, offers unique guidance, inspires innovation and influences others



External Relations – Global Unit



People Organisation & Culture – Global

Director, People Organisation & Culture VACANCY

Anti-Racism Advisor Rayana Rassool

People Partner
LONDON & EN
Tumi Shenje

HR Operations Manager

Edward Olley

Designated HR & Admin Officer who provides HR process support in each Region would have dotted line reporting to the relevant BP

HR Assistant VACANCY

HR Operations Global Manager responsible for: HRIS, payroll set-up, pay, grading, benefits, job evaluation, mobility, policies and procedures, Finance & Programme interfaces for budgeting and cost recovery. HR Global Administration – CASCADE, Sharepoint site structure, templates, databases, reporting, EAP, Surveys, employee insurances

Talent Development: Performance & Development calibration, succession planning & career pathing, induction and leadership development framework

People Partner, ARO & AWRO based Nairobi	Primary reporting to RD, ARO & dotted line to RD, AWRO
People Partner, ESEAOR & SARO based KL	Primary reporting to RD, ESEAOR & dotted line to RD, SARO
People Partner, London & EN Based London	Primary reporting to Director POC & dotted line to RD, EN
People Partner, ACRO & Talent Development 0.5	Primary reporting to Director ACRO & dotted line to Director POC on TD

Director, Safeguarding & Incident
Management
(Secretary to ICC)
Vanessa

Stanislas

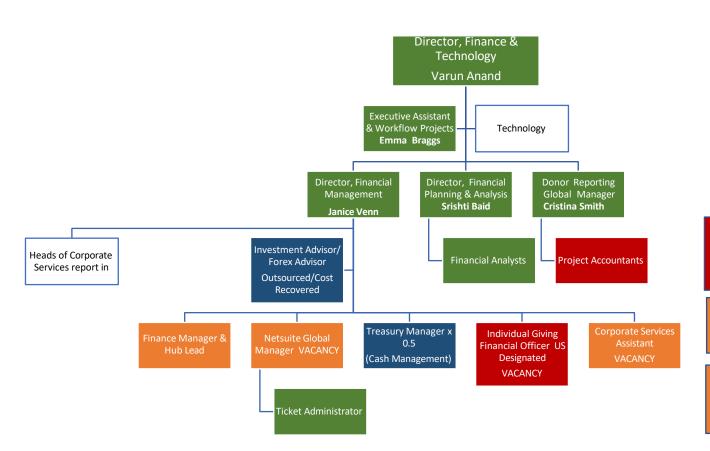
Global Incident Management and Safeguarding (GIMS) Compliance Officer Chris Williams

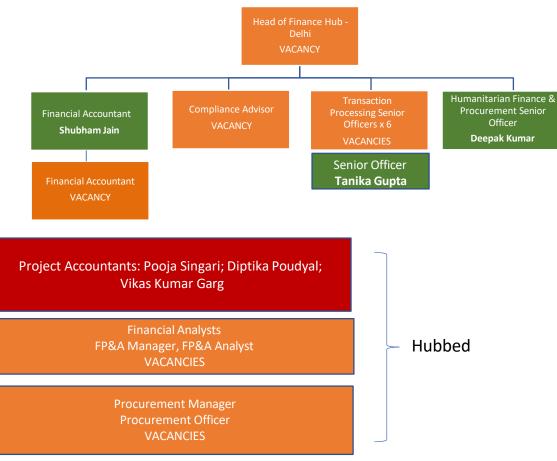
Safeguarding & Incident Management Advisor ESEAOR/SARO VACANCY

Safeguarding & Incident Management Advisor ARO/AWRO Jean-Marie Vianney Munyaneza

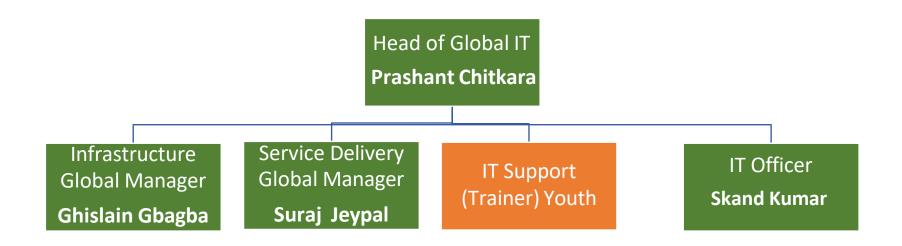
Safeguarding & Incident Management
ACRO - External Consultant
EN – Dedicated Safeguarding Focal Point

Finance & Admin – Global Unit

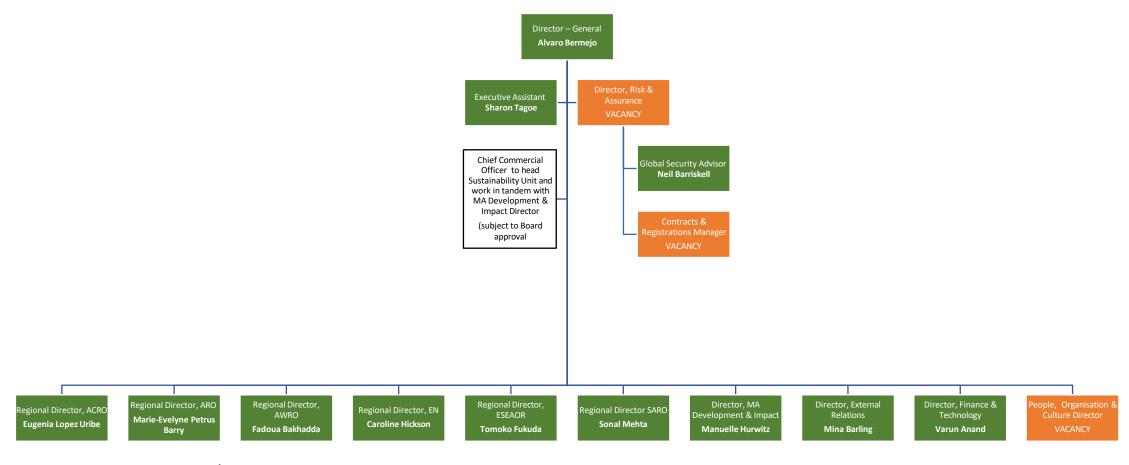




Technology – Global Unit



DLT/DGO



RD, EN – recruitment due to start