



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.

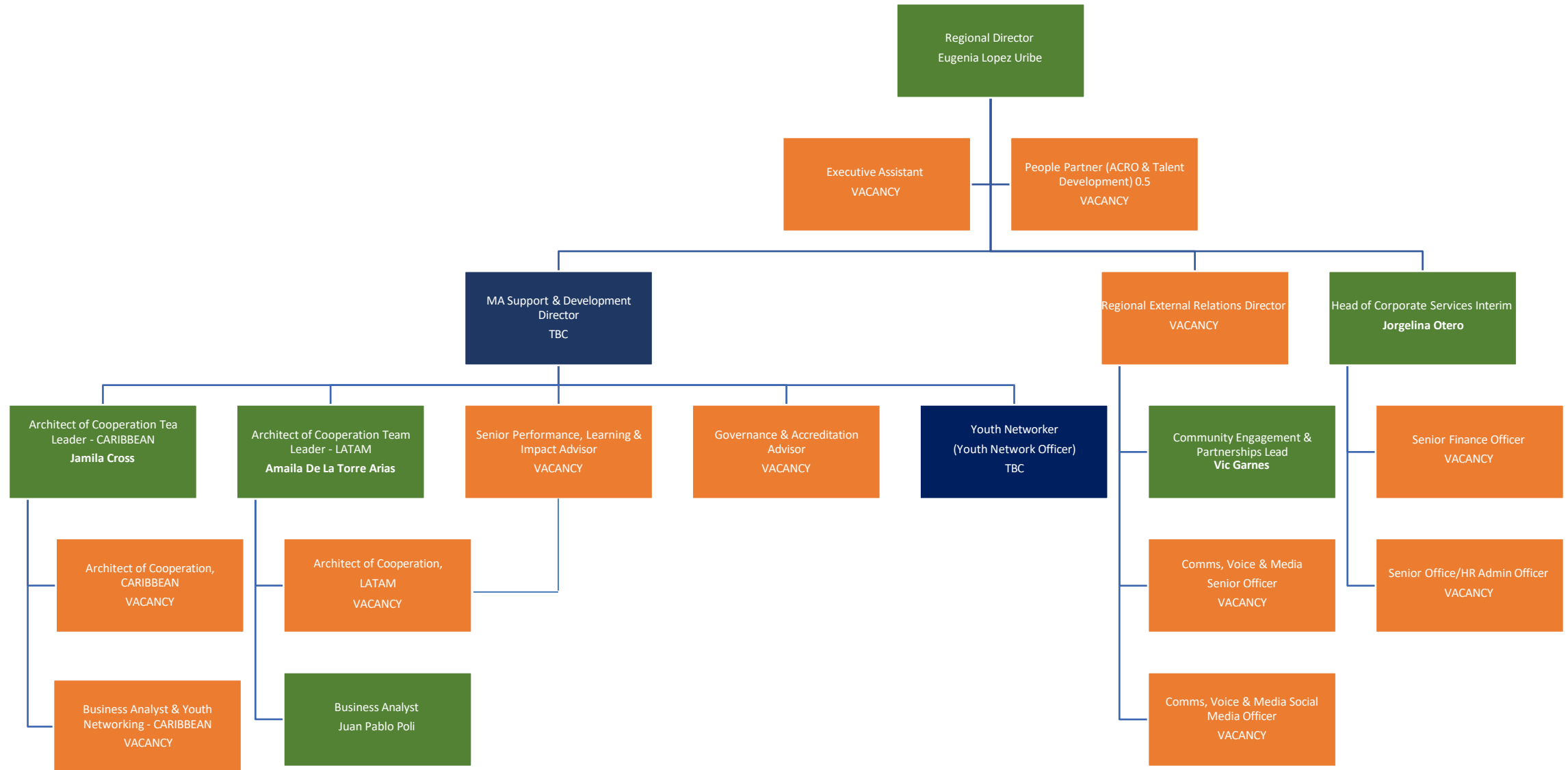
We are also starting to prepare Induction to support both new starters and those moving into new roles. These will be curated into a planned programme to make sure people receive training and support in a systematic way.

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

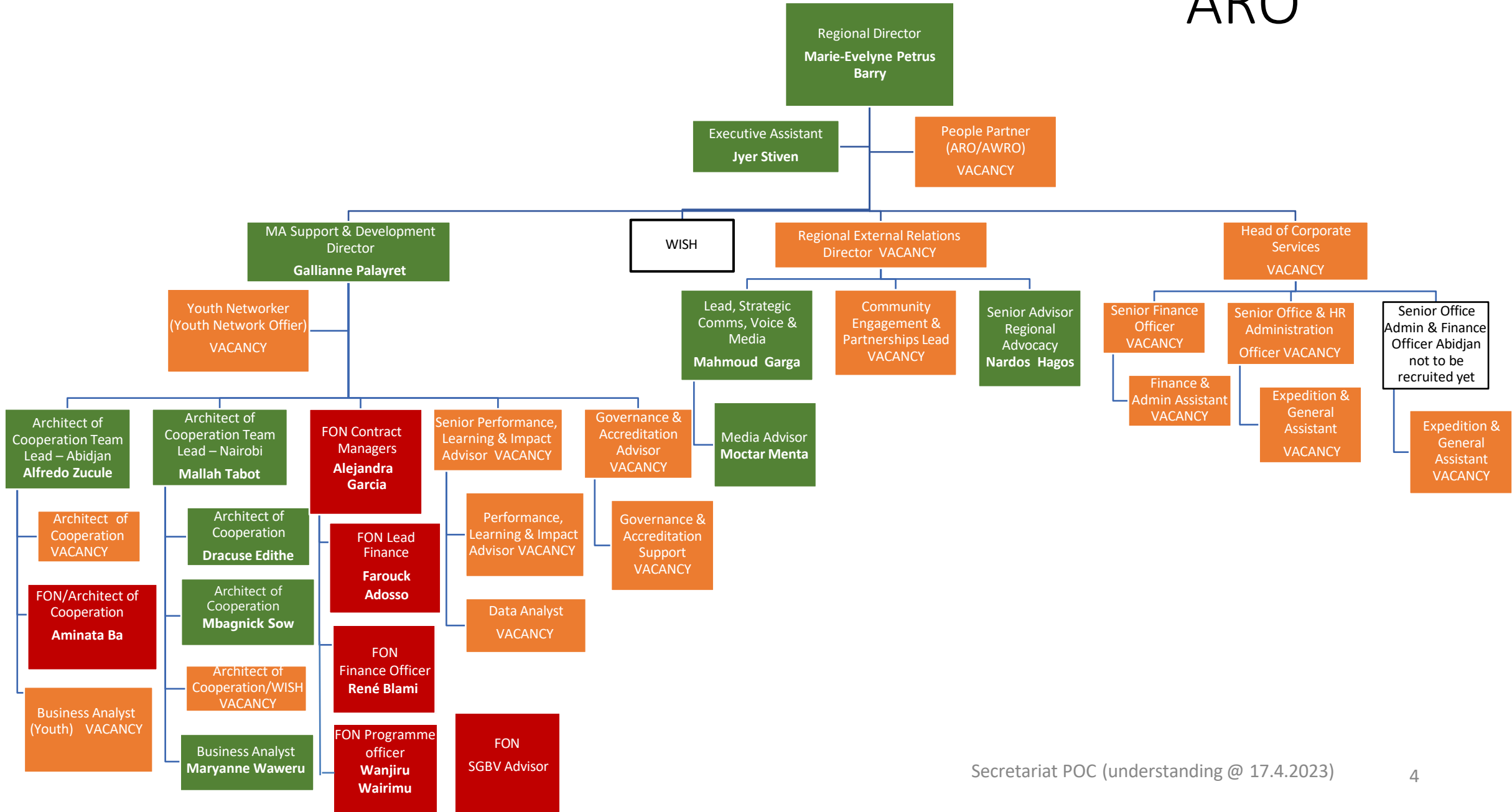
For those staying with IPPF, we wish you a truly fulfilling and inspiring career as you join us on the journey to deliver a transformational Strategy 2028.

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.

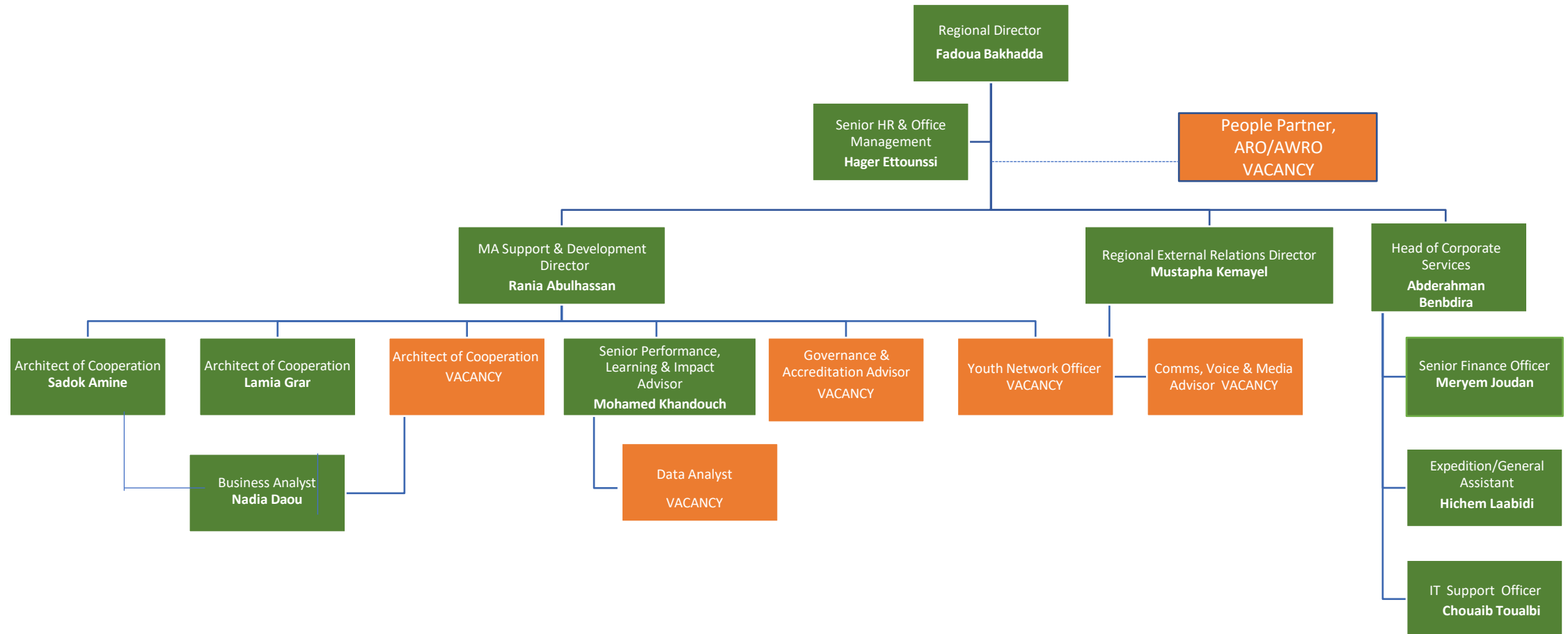
ACRO

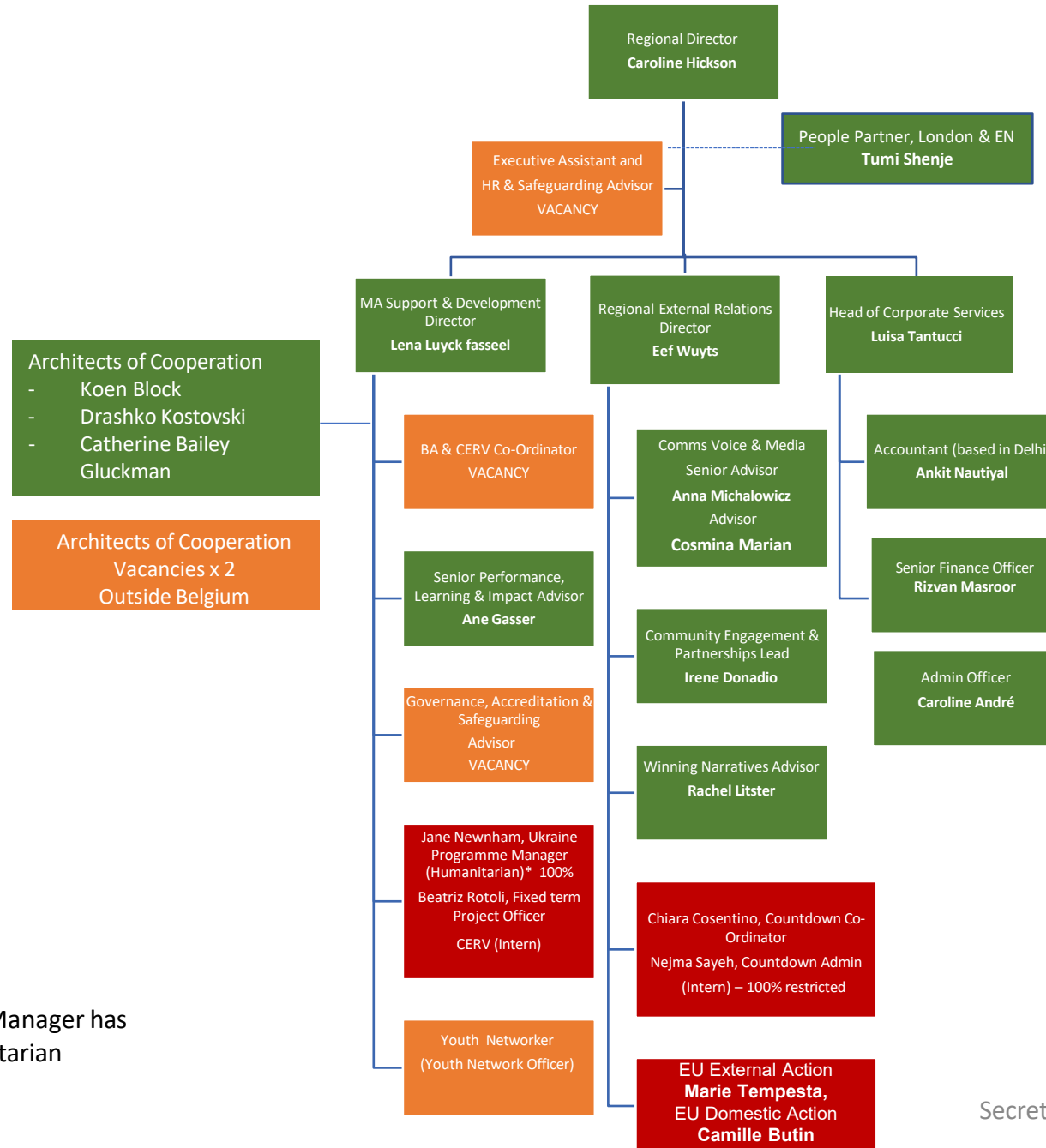


ARO



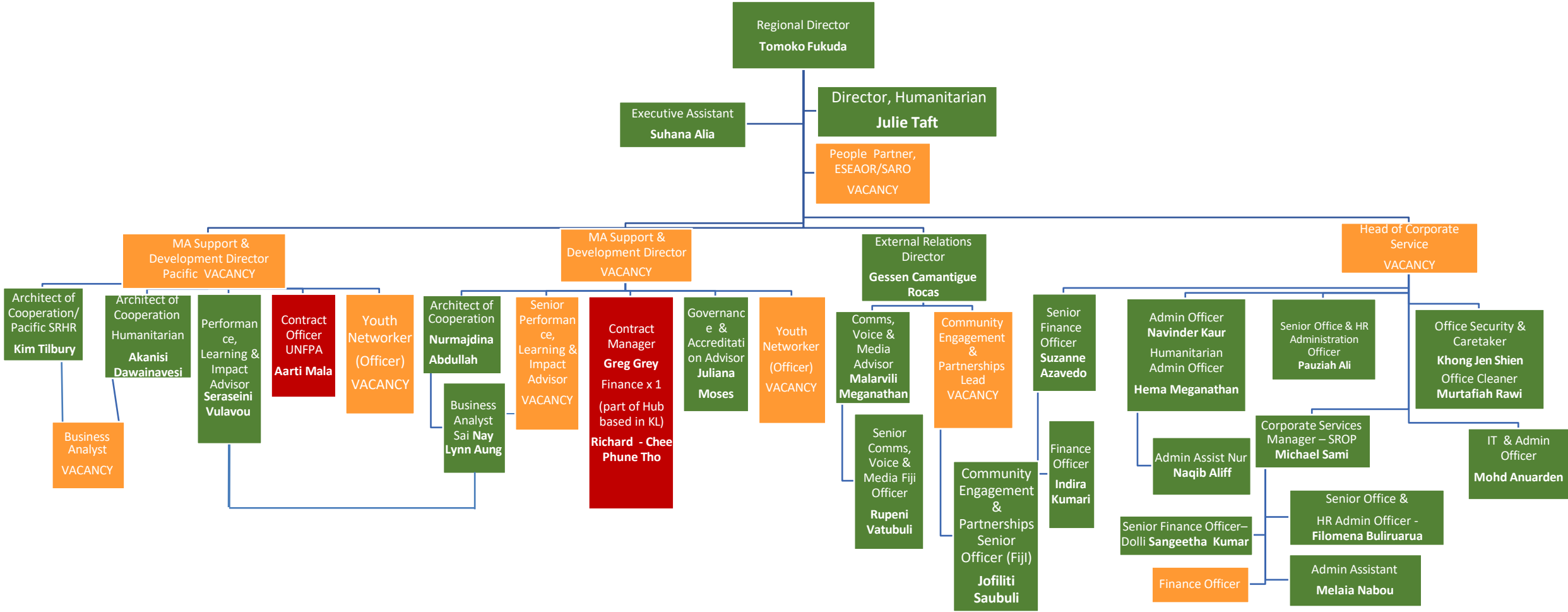
AWRO





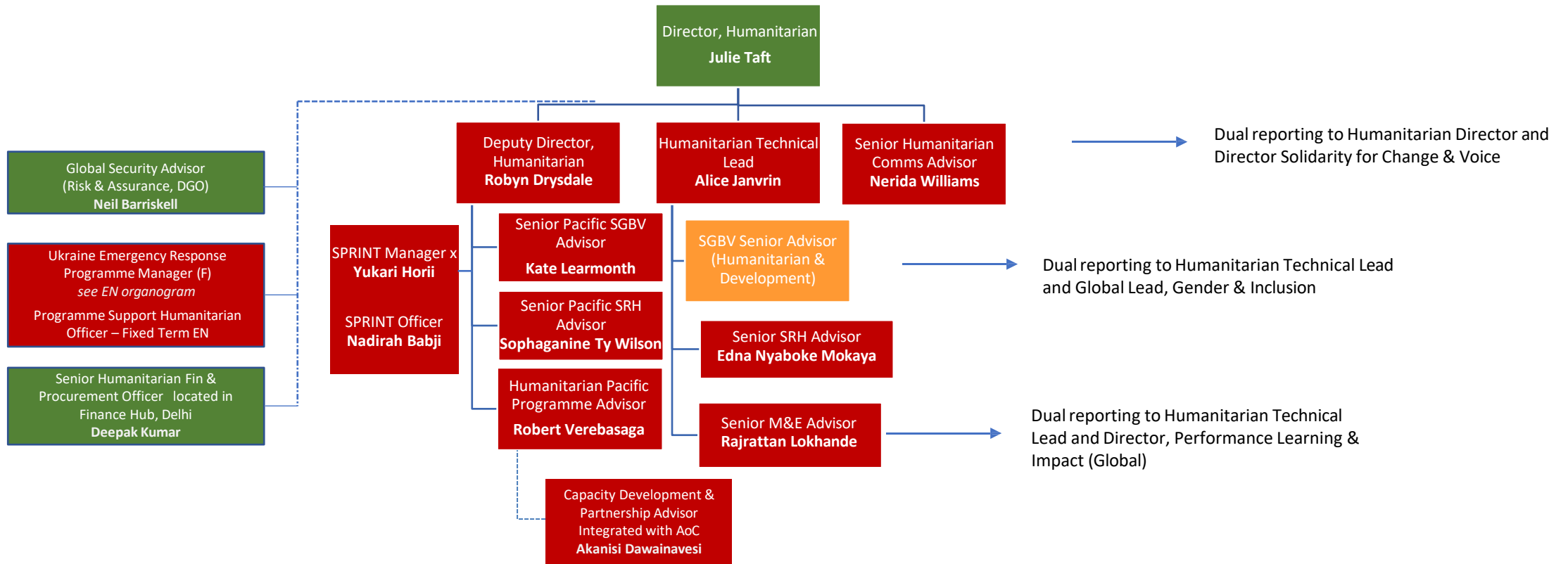
Ukraine Programme Manager has dotted line to Humanitarian

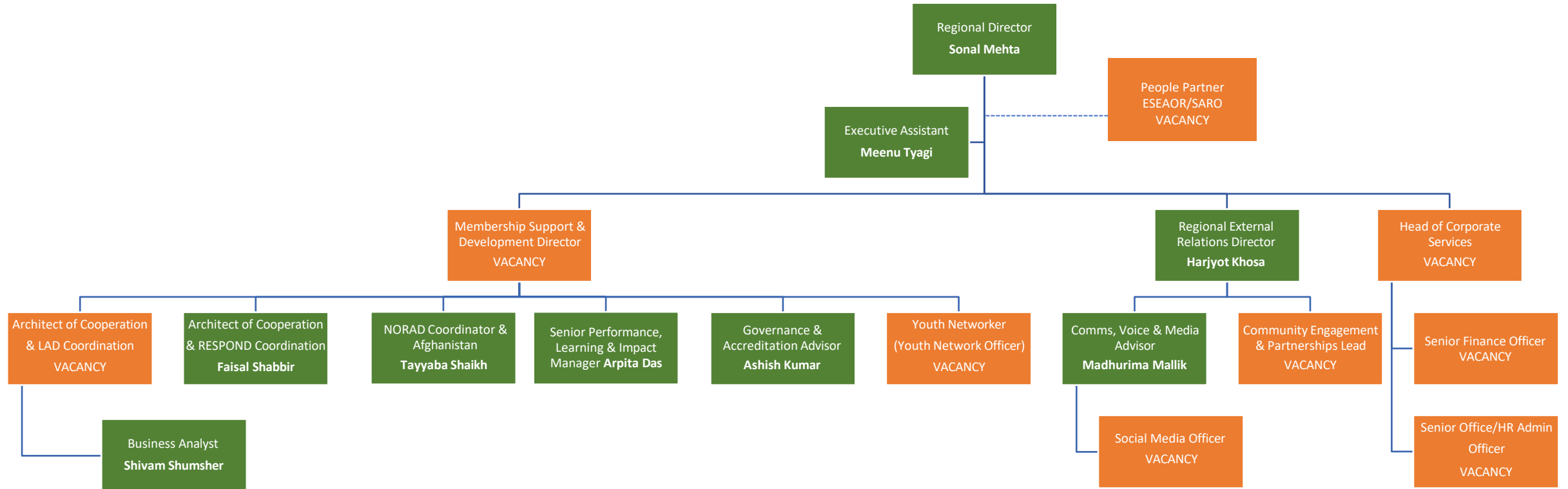
ESEAOR



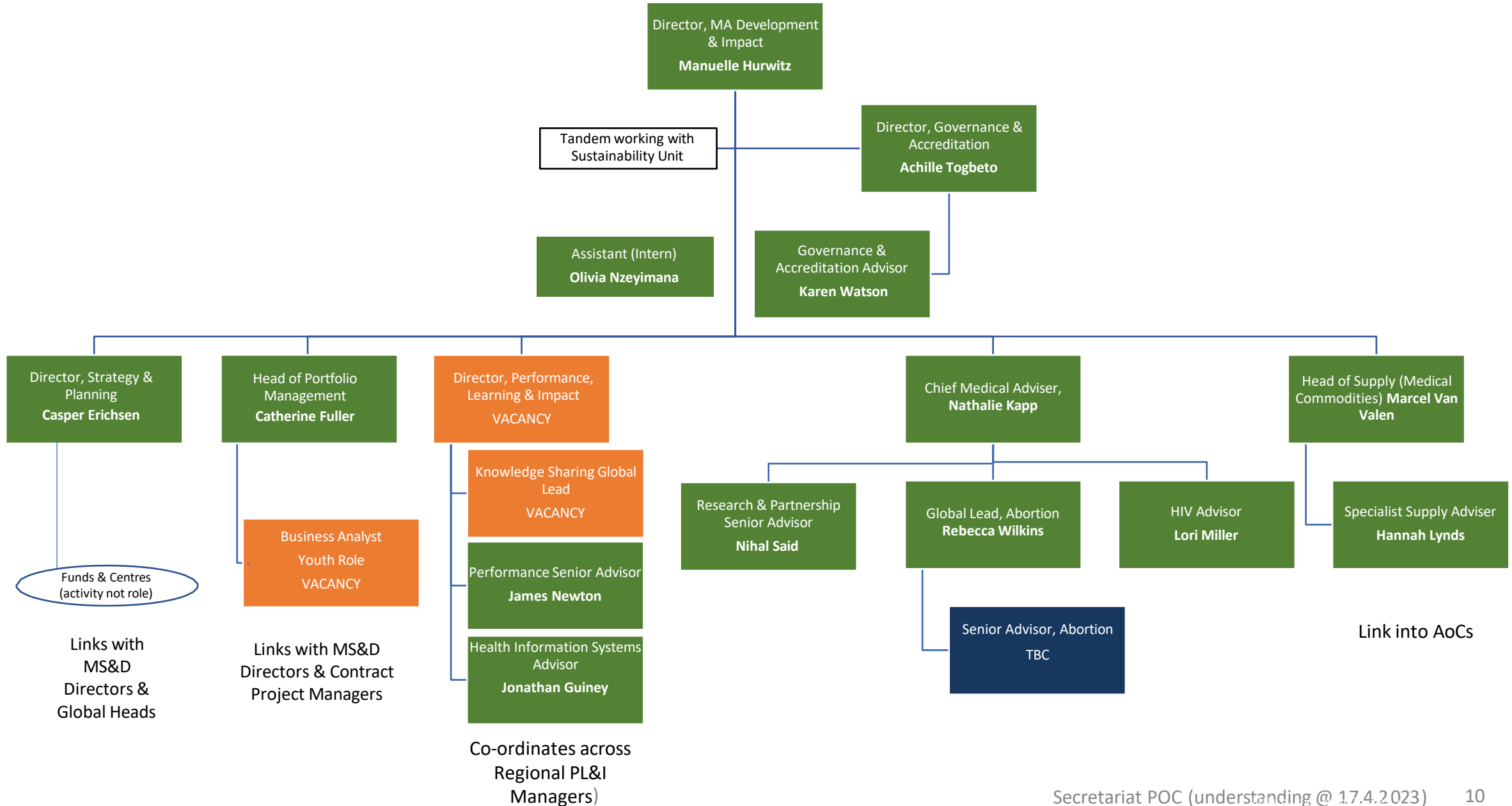
Humanitarian

Global Humanitarian Director reports to RD, ESEAOR





MA Development & Impact – Global Unit

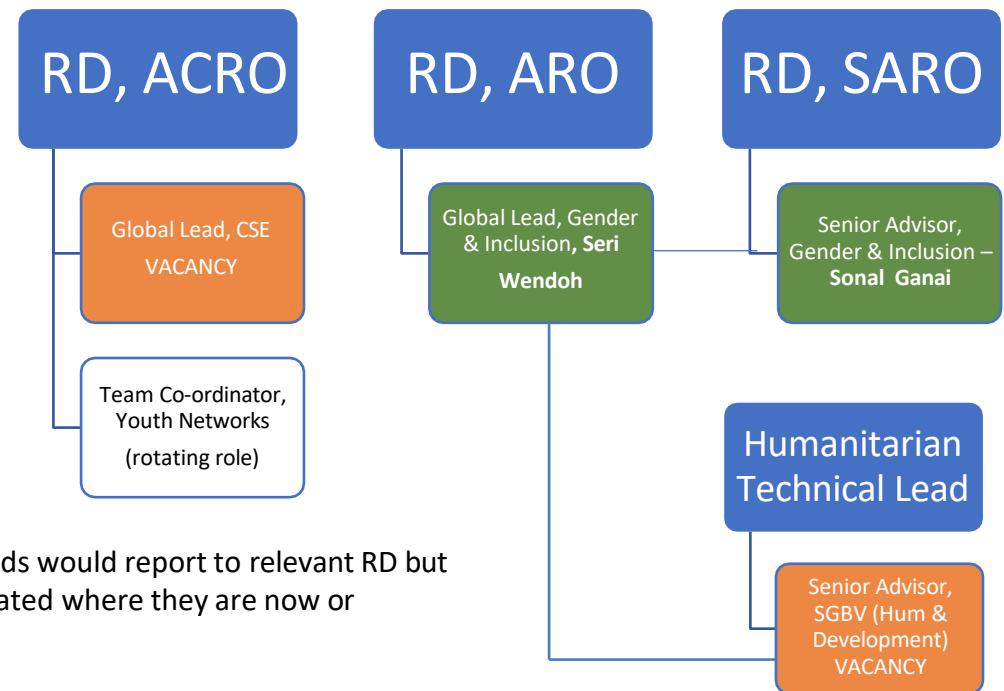


Distributive Global Leadership looking at our work from an MA perspective through Centres



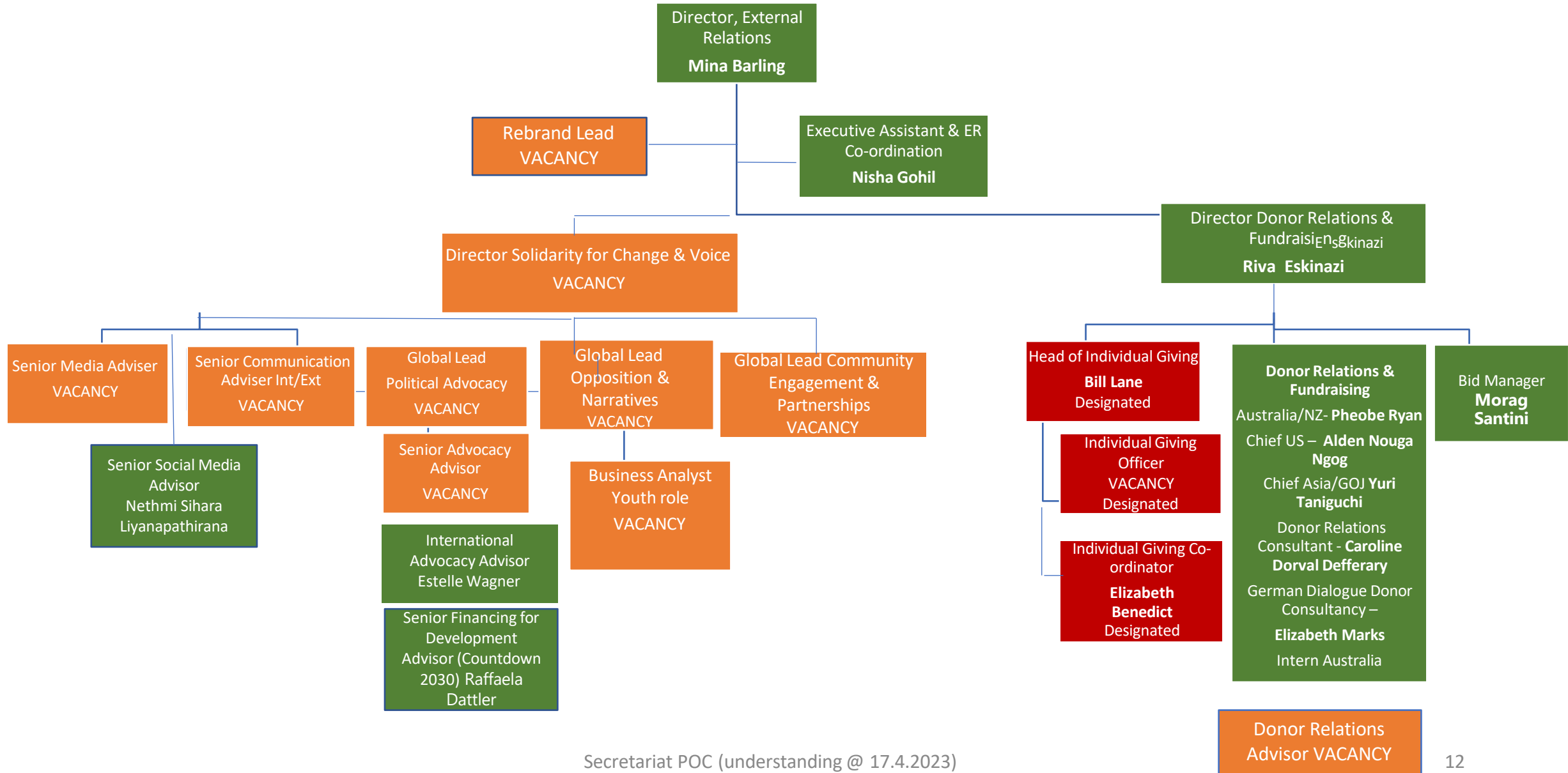
What 'Thought Leadership' means for us:

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

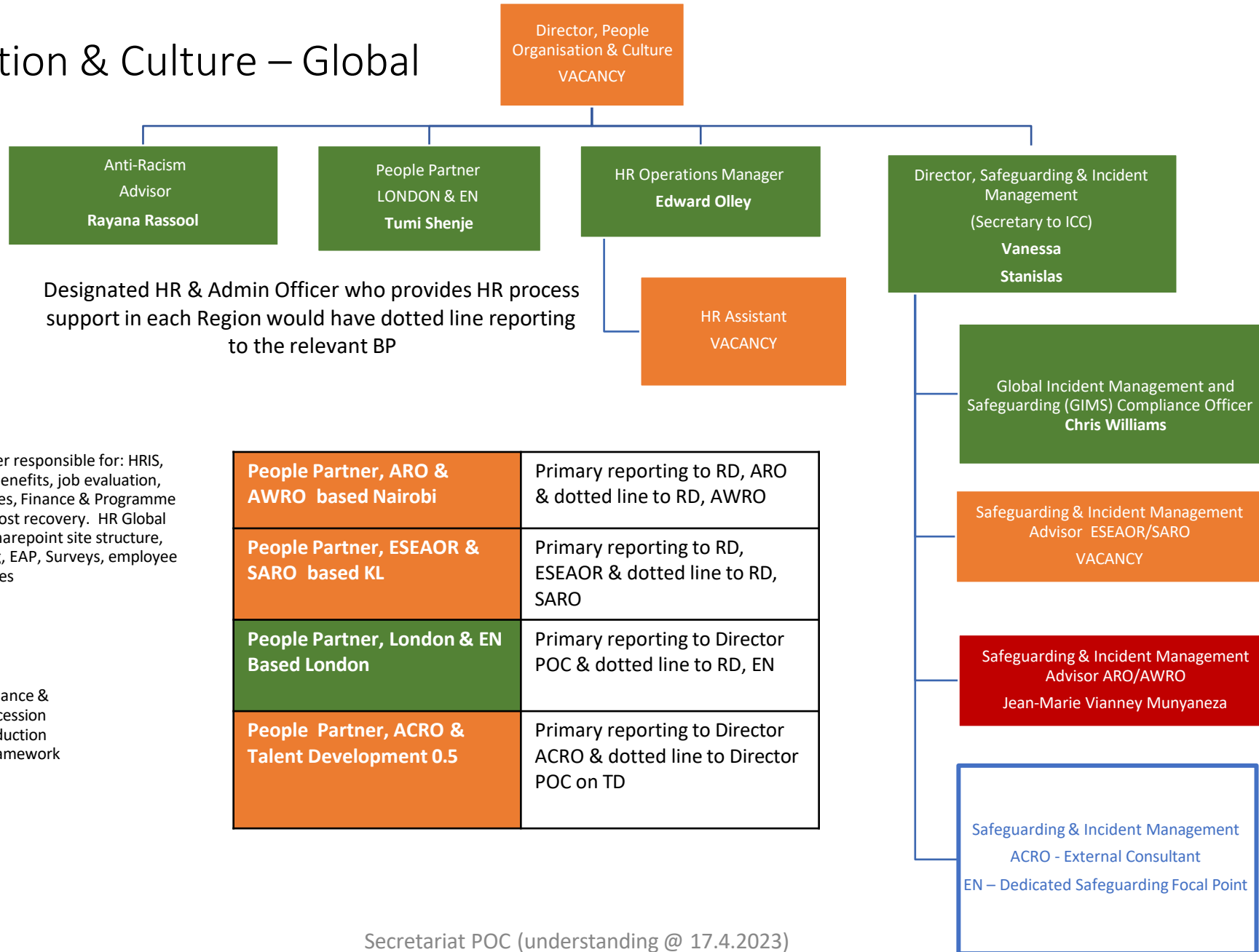


Global Leads would report to relevant RD but can be located where they are now or anywhere

External Relations – Global Unit



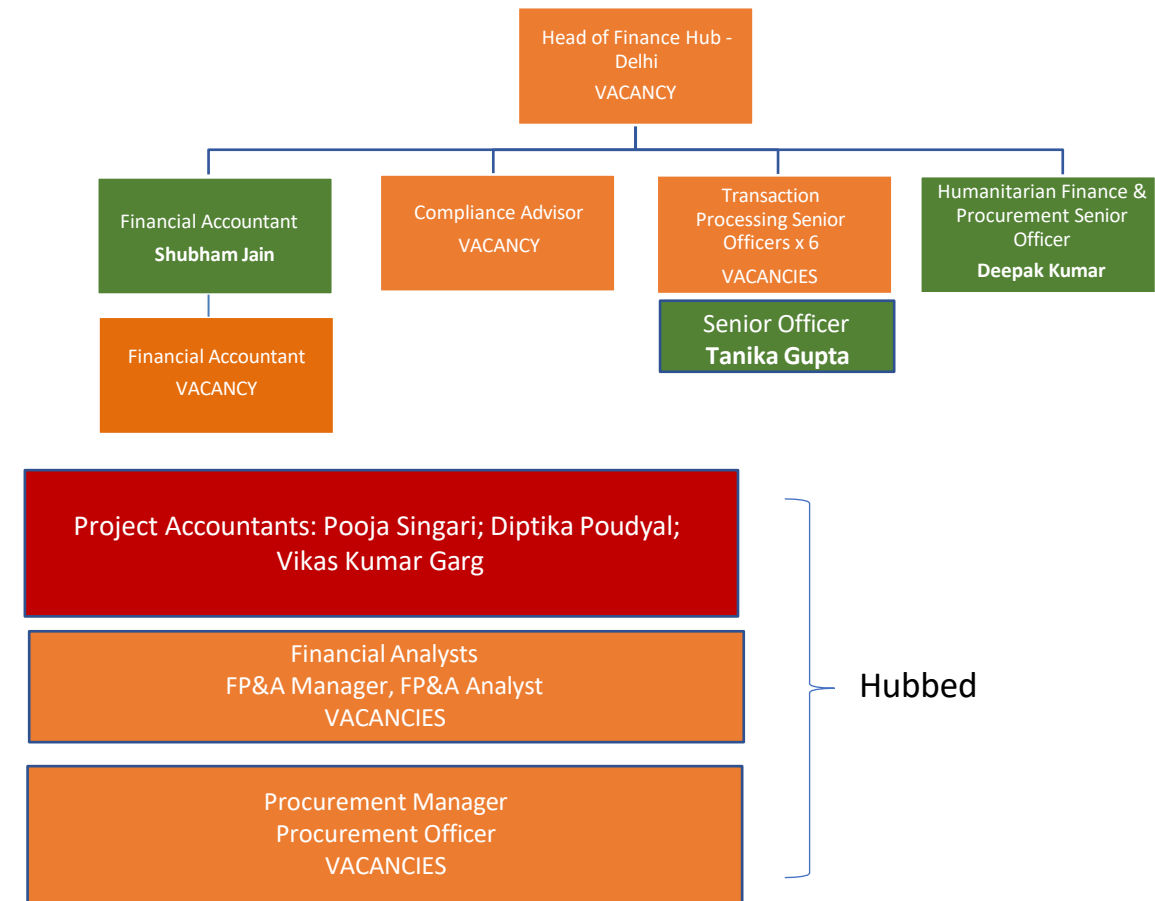
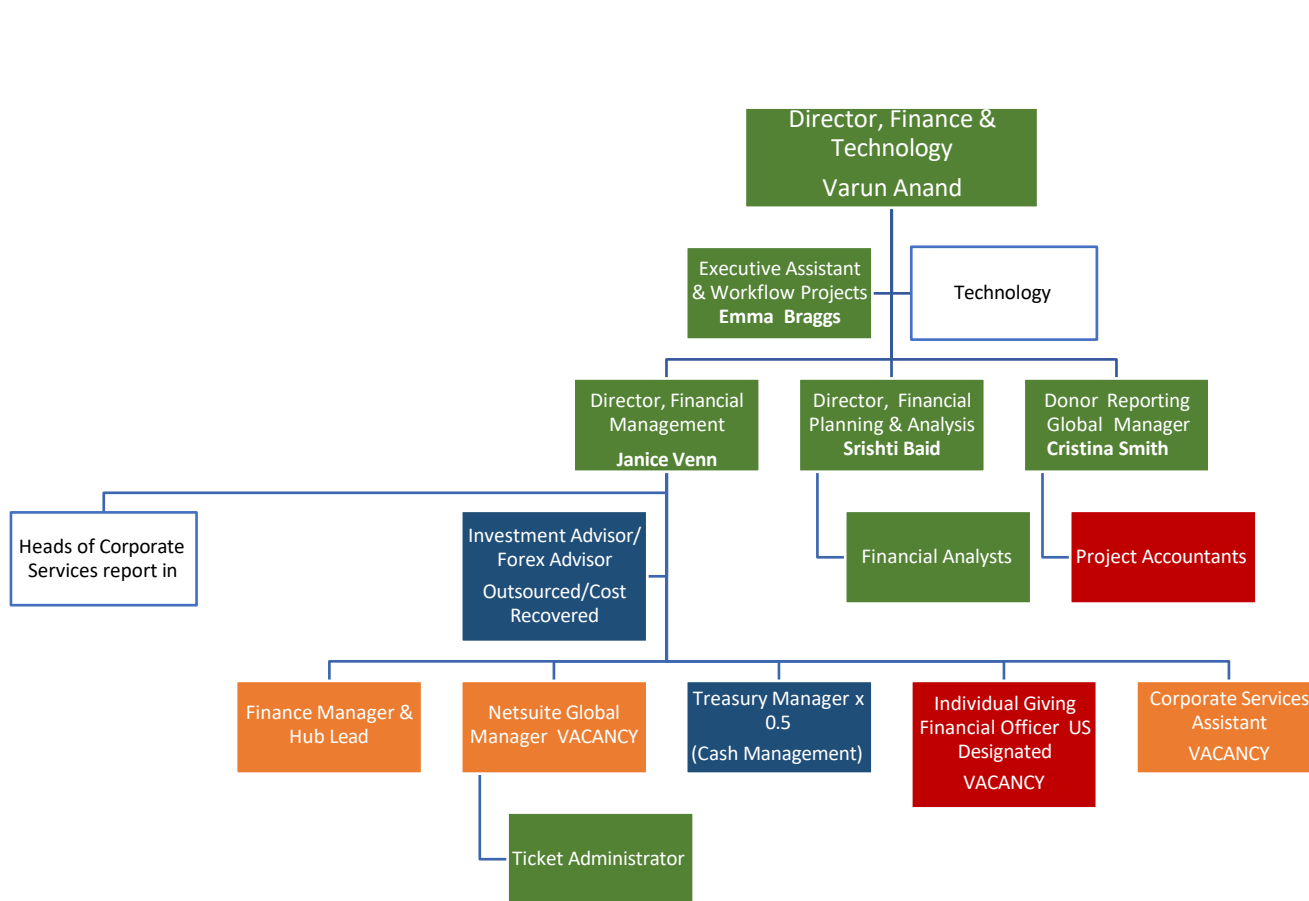
People Organisation & Culture – Global



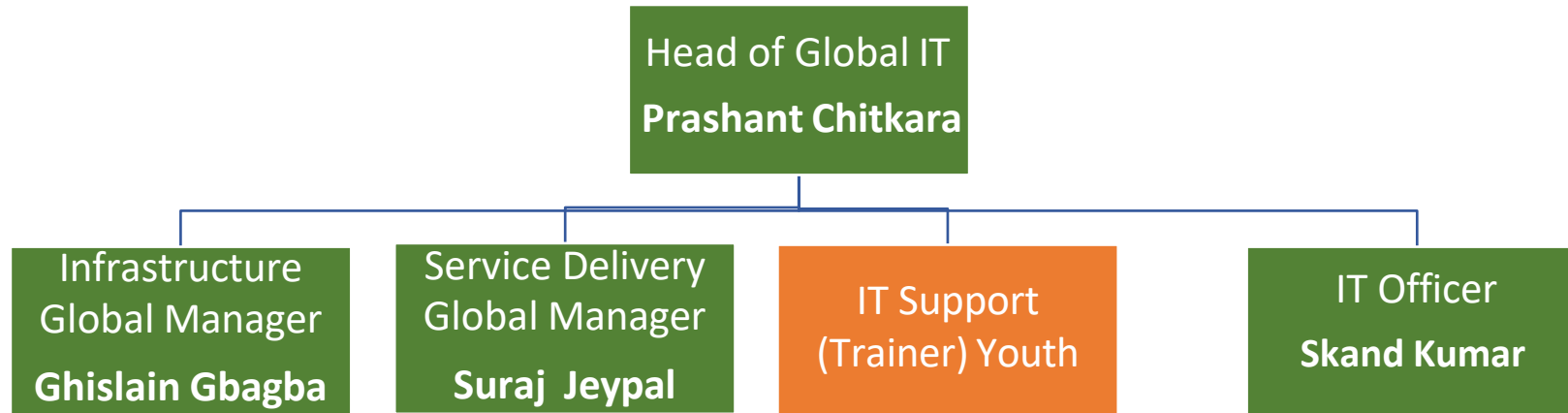
HR Operations Global Manager responsible for: HRIS, payroll set-up, pay, grading, benefits, job evaluation, mobility, policies and procedures, Finance & Programme interfaces for budgeting and cost recovery. HR Global Administration – CASCADE, Sharepoint site structure, templates, databases, reporting,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

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

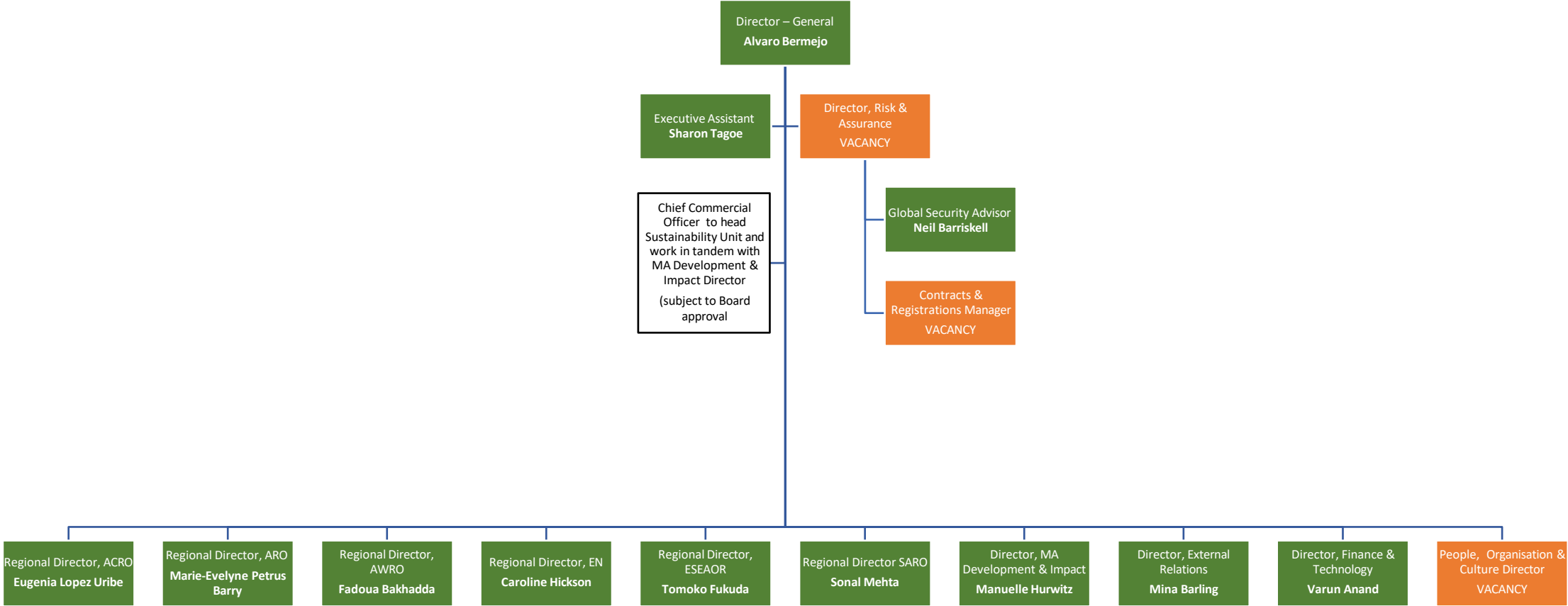
Finance & Admin – Global Unit



Technology – Global Unit



DLT/DGO



RD, EN – recruitment due to start