

“The Nation’s Bank”, **National Bank of Pakistan** aims to support the financial well-being of the Nation along with enabling sustainable growth and inclusive development through its wide local and international network of branches. Being one of the leading and largest banks of Pakistan, National Bank of Pakistan is contributing significantly towards socioeconomic growth in the country with an objective to transform the institution into a future-fit, agile and sustainable Bank.

In line with our strategy, the Bank is looking for talented, dedicated and experienced professional(s) for the following position in the area of **Human Resource Management** based at **Karachi**.

The individuals who fulfill the below basic-eligibility criteria may apply for the following position:

| 01 | Position / Job Title | Wing Head – Organizational Effectiveness (VP) |
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| | Reporting to | Lead HRBP |
| | Educational / Professional Qualification | <ul style="list-style-type: none"> • Minimum Graduation or equivalent from a local or international university / college / institute recognized by the HEC • Candidates who have master’s degree and/or majors in HR and/or HR certifications such as SHRM, CHRP, etc. would be preferred |
| | Experience | <ul style="list-style-type: none"> • Minimum 08 years of working experience with at least 05 years in Organizational Effectiveness and / or Internal Communications and / or Corporate Communications and / or Employer Branding and / or Marketing Communications and / or Public Relations preferably in financial sector |
| | Other Skills / Expertise / Knowledge Required | <ul style="list-style-type: none"> • Excellent communication and writing skills • Excellent relationship management skills • Excellent presentation skills • Excellent organizational skills, attention to detail and pro-active working attitude • Ability to build strong professional relationships with stakeholders |
| | Outline of Main Duties / Responsibilities | <ul style="list-style-type: none"> • To develop and align HR strategy with the overall Bank’s strategic plan, ensuring that HR initiatives are integral to achieving long-term business objectives • To facilitate cross-functional synergy by fostering engagement as well as collaboration with stakeholders • To rigorously implement DEI and employee engagement initiatives across the organization and ensuring that they are embedded within all HR processes • To devise and execute HR communications for senior management and other stakeholders • To manage and update the HR Intranet with relevant information and policies • To develop and implement an HR communication strategy across social media and digital platforms, engaging internal and external stakeholders, and disseminating key updates • To contribute to employer branding efforts, enhancing the Bank’s image as an employer of choice, attracting and retaining top talent • To manage the Organizational Effectiveness budget, ensuring effective control of expenditures • To oversee and drive initiatives related to gender diversity, inclusion of persons with disabilities, and compliance with regulatory guidelines and bank’s strategy • To proactively collaborate with NGOs, external vendors and partners on DEI initiatives • To represent the Bank in external forums, championing diversity, equity, and inclusion, and enhancing the Bank’s brand positioning • To lead the development, continuous improvement and updates of HR policies, ensuring that they reflect industry best practices, comply with regulations, and support the strategic goals of the organization • To perform any other assignment as assigned by the supervisor(s) |

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| Assessment Interview(s) | Only shortlisted candidates strictly meeting the above-mentioned basic eligibility criteria will be invited for panel interview(s). |
| Employment Type | The employment will be on contractual basis for three years which may be renewed on discretion of the Management. Selected candidates will be offered compensation package and other benefits as per Bank's Policy / rules. |

Interested candidates may visit the website www.sidathyder.com.pk/careers and apply online within 10 working days from the date of publication of this advertisement as per given instructions.

Applications received after due date will not be considered in any case. No TA / DA will be admissible for interview.

National Bank of Pakistan is an equal opportunity employer and welcomes applications from all qualified individuals, regardless of gender, religion, or disability.