“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(s) in the area of **Human Resource Management** based in **Islamabad.**

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

01	**Position / Job Title**	**Director Staff College (VP / SVP)**
	Reporting to	Divisional Head - Learning & Development
	Educational / Professional Qualification	• Minimum Graduation or equivalent from a local or international university / college / institute recognized by the HEC • Candidates having a Master’s degree and / or any other professional certification(s) would be preferred
	Experience	• Minimum 08 years of experience in Human Resources, out of which at least 03 years of experience of working in Training function, preferably in a supervisory role • Candidates who are certified trainers and / or having experience of working with renowned training firm(s) / organization(s) would be preferred
	Other Skills / Expertise / Knowledge Required	• Excellent interpersonal and relationship management skills • Excellent planning and organizing skills • Detail oriented and have good decision-making skills • Leadership / coaching and mentoring skills • Proficiency in MS Office suite
	Outline of Main Duties / Responsibilities	• To manage the design and development of training programs and curriculum by collaborating with internal subject matter experts and / or external vendors to achieve defined training, learning and development objectives • To oversee the effective and efficient program implementation in partnership with team of Staff College, focusing on the financial, operational, administrative and logistical aspects • To ensure that the training design and contents are in line with the best practices and principles of experiential, social and directional learning and development • To take new learning-oriented initiatives in line with strategic challenges of the Bank and focused around customer experience, capacity development and internal process improvement • To upskill the Faculty Members (MDs) on latest developments in banking and financial sector and meeting expectations of internal stakeholders • To develop strong end-to-end collaboration from Group Chiefs to front end staff in identifying the operational challenges and developing tailored and bespoke learning interventions to address those challenges • To align all learning and development interventions around technical competency framework to meet both immediate and medium-term competency development needs gaps • To establish and maintain individual and organizational performance evaluation methods for training content, delivery, activities, engagement and outcomes. Utilize metrics to

		validate knowledge transfer and return on investment. Use the evaluation processes to track programmatic data and apply lessons learned for future programs • To lead by example and take initiatives to enhance and enrich the learning culture at the Bank. • To organize and supervise activities of the training hub, along with the development of requisite courses to be taken by trainees • To ensure that proper training infrastructure is available at staff college for smooth delivery of training programs • To coordinate with internal, external and SBP auditors for various matters as and when required • To evaluate college staff based on the targets assigned to them as per Bank's appraisal policy, for evaluation of progress achieved • To ensure the delivery of reports on training data to Learning and Development division on monthly basis for evaluation • To manage matters including staff tardiness, leave management, office decorum and team conflicts etc. • To ensure completion of any other tasks assigned by Divisional Head
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.