

“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 in **Karachi**.

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

01	Position / Job Title	Head of Leadership Development (VP / SVP)
	<b>Reporting to</b>	Divisional Head – L&D
	<b>Educational / Professional Qualification</b>	<ul style="list-style-type: none"> <li>• Minimum Graduation or equivalent from a local or international university / college / institute recognized by the HEC</li> <li>• Candidates having a Master’s degree and/or any other professional certificate will be preferred</li> </ul>
	<b>Experience</b>	<ul style="list-style-type: none"> <li>• Minimum 8 years of experience in Learning &amp; Development and / or Leadership Development and / or Human Resources</li> <li>• Candidates having experience of developing leadership training programs will be preferred</li> </ul>
	<b>Other Skills / Expertise / Knowledge Required</b>	<ul style="list-style-type: none"> <li>• Good understanding of leadership programs</li> <li>• Up to date with prevailing trends and programs in the market</li> <li>• Excellent Interpersonal Skills</li> <li>• Proficiency in MS office (Word, Excel and PP)</li> </ul>
	<b>Outline of Main Duties / Responsibilities</b>	<ul style="list-style-type: none"> <li>• To initiate and lead various leadership programs in line with Bank’s overall business strategy</li> <li>• To propose and assess the leadership programs and make recommendations accordingly</li> <li>• To prepare in-house development programs, working with outside vendors when outsourcing trainings</li> <li>• To consistently evaluate course materials to ensure they are up to-date as per the latest trends</li> <li>• To ensure that the Bank is in line with latest leadership development trends in the market</li> <li>• To work hand-in-hand with Group Chiefs and Managers to create programs that strengthen core attributes of leadership</li> <li>• To devise long term strategies and understanding traits of strong leaders</li> <li>• To develop competency-based assessment centers to determine potential and skill set of employees identified for leadership programs</li> <li>• To have an effective and robust development plan in place for successors identified in the succession planning exercise for the Bank</li> <li>• To prepare an effective development plan for Hi-Potential and Critical Staff</li> <li>• To be responsible to communicating development initiatives to internal stakeholders</li> <li>• To work closely with relevant stakeholders to identify, and where appropriate, deliver, programs and solutions that build capability and talent for performance and succession at all levels</li> <li>• To bring a culture of high performance within the Bank</li> <li>• To prepare dashboards and presentations to keep management up to date with the progress</li> <li>• To oversee the budget for leadership programs</li> <li>• To perform any other assignment as assigned by the supervisor(s)</li> </ul>

<b>Assessment Interview(s)</b>	Only shortlisted candidates strictly meeting the above-mentioned basic eligibility criteria will be invited for panel interview(s).
<b>Employment Type</b>	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](http://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.**