

**Volunteers Engaged in Gender Responsive Technical Solutions (VETS)
VOLUNTEER PLACEMENT DESCRIPTION**

Volunteer Position Title	Human Resources Advisor
Country	Lao PDR
Partner Organization	Care International in Lao PDR
Placement Location(s)	<i>Vientiane Capital with occasional travel to project sites in the provinces</i>
Duration of placement	6 months (flexible)
Planned Start date	April 2025 onwards
Eligibility requirements	Open to Canadian Citizens and Permanent Residents of Canada only.
Language Requirements	<input type="checkbox"/> English Will the volunteer have the support of a local translator for some of their duties? <input type="checkbox"/> Yes
Placement objective and volunteer role and responsibilities	<p>As the Human Resource Advisor based in Vientiane, Lao PDR) you will support CARE Laos to develop their HR strategy, specifically in the area of learning and professional development.</p> <p>As part of your role you will:</p> <ul style="list-style-type: none"> • Collaborate with the People and Culture Manager and relevant department heads to conduct a Learning and Development (L&D) needs assessment • Assist in developing a learning and development strategy and implementation plan based on the needs assessment • Share best practices and conduct training on key topics as identified in the assessment • Build capacity of managers to develop their management and leadership skills through training, mentoring and resource development • Collaborate to build staff capacity in areas such as Project/Program Management, Project monitoring and evaluation, Risk Assessment, Effective Collaboration & Communications, and other areas as needed • Promote gender equality by ensuring to review and implement HR practices and trainings with a gender and inclusiveness lens. Training on gender equality will be provided. • Ensure an environmental and sustainability climate action lens is applied throughout the placement by considering environmental impact of HR practices. • Promote human rights by promoting inclusive activities and ensuring the rights of marginalized individuals are protected where applicable during the placement. • Participate in pre-assignment training • Submit reports as required by the partner organization and by VWB

Professional experience and skills	<ul style="list-style-type: none"> • Degree and/or relevant experience in Organisation Development, Human Resources, Psychology, International Development, Business Administration or a related field • Demonstrated experience in human resources, conducting a needs assessment and providing relevant training • Minimum two (2) years relevant professional experience in your field of expertise • A commitment to gender equality, One Health principles, and international volunteering • Flexibility, adaptability, excellent interpersonal skills and cultural sensitivity • Experience with group facilitation and trainings, including content development considered an asset • Experience living and working internationally considered an asset
Working conditions	<ul style="list-style-type: none"> • Office base in Vientiane with some provincial travel within the country will be required to conduct the capacity assessment.

<p>Support Package</p> <p>VWB offers you an incredible experience to take part in an international volunteer experience where you will expand your personal and professional skills while contributing to global development. VWB commits to supporting you throughout your volunteer journey and will cover the majority of the costs involved in being an overseas volunteer, including:</p> <ul style="list-style-type: none"> • Pre-departure training • In-country orientation upon arrival in country of placement • Return airfare to placement country • Visa/permit costs • The cost of required for vaccinations and anti-malarial medication • Overseas emergency travel health insurance • A monthly living allowance (MLA) that will be paid into the volunteer’s bank account in Canada. The MLA is designed to be sufficient to cover simple housing, basic food requirements, and other typical monthly living expenses. • Debrief after the placement
<p>Fundraising</p>
<p>VWB encourages each volunteer to raise funds towards the organization’s operations.</p>
<p>About Veterinarians Without Borders</p>
<p>In the global south, more than 90 per cent of food animals are raised by subsistence farmers yet these small-scale livestock producers, the majority of whom are women, have very limited access to quality and affordable animal health services. Aside from the risks associated with the loss of valuable livestock who provide important protein and/or income for poor</p>



households, zoonotic diseases that can be passed from animals to humans offer a very real threat to human health on a wider scale.

Veterinarians without Borders/Vétérinaires sans Frontières (VWB) works for, and with, communities in need to foster the health of animals, people and the environments that sustain us. VWB works nationally and internationally to train animal health workers, increase food security, and improve animal & public health. VWB provides overseas volunteer placements for veterinarians and other animal & public health professionals.

About the Project: Volunteers Engaged in Gender Responsive Technical Solutions (VETS)

Volunteers Engaged in Gender Responsive Technical Solutions (VETS) is a seven-year (2020 to 2028) Volunteer Cooperation Program funded by Global Affairs Canada. VETS will engage 190 volunteers who will support local partner organizations in Ghana, Kenya, Lao PDR and Cambodia. Volunteers will help create integrated animal health systems to increase the livelihoods and household nutrition of small-scale farmers.

The VETS program utilizes the skills of volunteers to build local partner capacity to support community members, primarily women, to reduce poverty. Through improved production of livestock and crops, volunteers help improve family income and nutrition. The VETS program is built around the One Health concept, which recognizes that the health of people, animals, and the natural environment are interconnected. This project promotes the production of more and better food and increased incomes from livestock, all the while promoting land rehabilitation and conservation for sustainable development.