



*WFP celebrates and embraces diversity. It is committed to the principle of equal employment opportunity for all its employees and encourages qualified candidates to apply irrespective of race, colour, national origin, ethnic or social background, genetic information, gender, gender identity and/or expression, sexual orientation, religion or belief, HIV status or disability.*

**HR Fellow  
Human Resources Technology and Analytics Branch (HRMOI) Branch  
Human Resources Management  
HQ, Rome, Italy**

The United Nations World Food Programme (WFP) is the world's largest humanitarian agency fighting hunger worldwide, saving lives in emergencies and using food assistance to build a pathway to peace, stability and prosperity for people recovering from conflict, disasters and the impact of climate change.

At WFP, people are at the heart of everything we do, and the vision of the future WFP workforce is one of diverse, committed, skilled, and high performing teams, selected on merit, operating in a healthy and inclusive work environment, living WFP's values (Integrity, Collaboration, Commitment, Humanity, and Inclusion) and working with partners to save and change the lives of those WFP serves.

**BRIEF DESCRIPTION OF THE DIVISION**

**Human Resources Technology and Analytics Branch (HRMOI) - Systems and Landscape Integration Fellow:**

WFP's HRMOI team is conducting a global project to modernize and streamline HR systems integrations and data flows. The Fellow will support this effort by helping to document the current HR technology landscape (Workday, SAP, local tools), assess system usage, and analyze integration and cost saving opportunities. The role will also contribute to system optimization recommendations, data flow mapping, and input into a future-state digital architecture.

This assignment supports a critical shift towards enterprise-wide alignment, enhanced system usability, and a reduction in shadow systems across WFP.

**GENERAL INFORMATION**

- **City and Country of assignment:** Headquarters, Rome
- **Hiring Unit:** Human Resources Technology and Analytics Branch (HRMOI)
- **Hiring Division:** HR Management
- **Supervisor Role:** HR Officer
- **Working arrangement:** In person
- **Duration of assignment:** up to 12 months
- **Expected Starting Date:** Summer 2026
- **Number of available positions:** 1

**DUTIES AND RESPONSIBILITIES**

Map WFP's global HR systems and tools across HQ, Regional Bureaux and Country Offices

1. Link systems to mapped HR capabilities and processes using Confluence, Bizagi, Visio, or similar
2. Conduct functional fit assessments using the TIME method (Tolerate, Invest, Migrate, Eliminate)
3. Document integration points, data flows, and pain points across tools and middleware
4. Interface with TEC, HRIS teams and local focal points to understand configuration challenges
5. Contribute to proposals for Workday optimization and middleware integration

## 6. Participate in the development of a unified HR data framework

### STANDARD MINIMUM QUALIFICATIONS

- Be a Master's student or a graduate in Information Systems, Computer Science, HR Technology, or Systems Engineering or related fields from a recognized university;
- Excellent written and spoken English is required (proficiency/level C). Working knowledge of another official UN language (French, Spanish, Arabic, Chinese, Russian plus Portuguese or Italian) is an asset.
- ITIL or Six sigma or Enterprise platforms (Workday, SAP, Oracle, any Payroll) or Middleware and integrations (e.g., Boomi, MuleSoft) or HRIS configuration or systems analysis or Enterprise architecture or systems mapping are an asset
- Some experience with HR systems configuration, interface mapping, or system usability testing
- Familiarity with tools such as Power BI, Visio, Lucidchart, Confluence
- Ability to work cross-functionally with HR and IT stakeholders
- Strong communication and analytical reporting skills

### TRAINING COMPONENTS

Throughout the assignment, selected candidates will have access to the WFP online learning platform (WeLearn). On-job-training will be provided to the fellow during the assignment period.

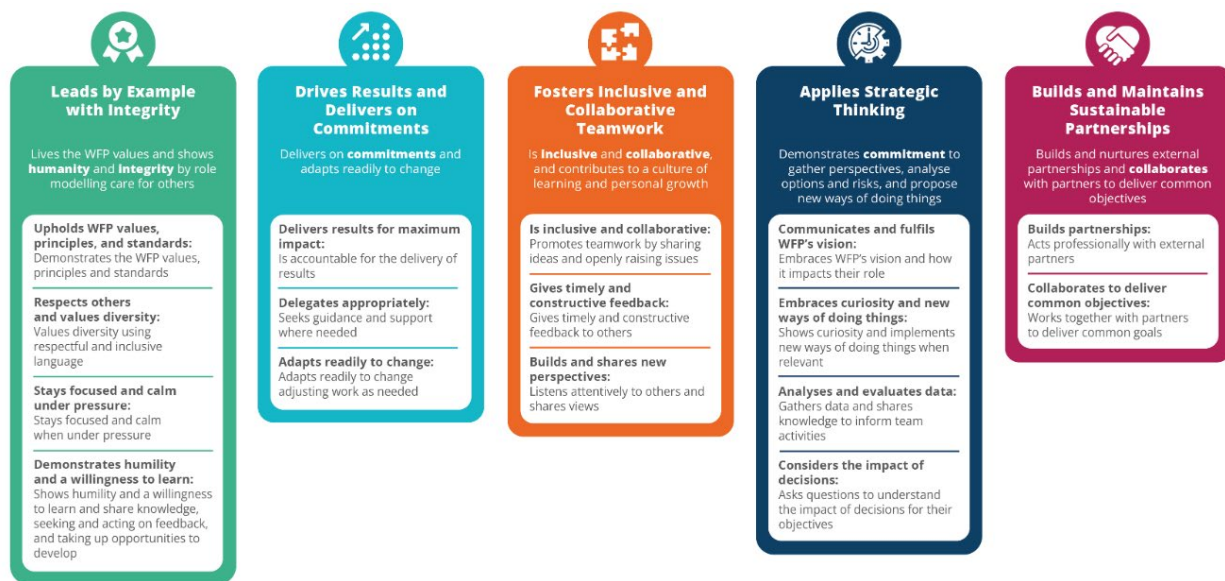
### TYPE OF ASSIGNMENT

This opportunity is particularly well-suited for students or recent graduates seeking practical experience in an international organization. It offers valuable exposure to WFP's operations and the chance to contribute meaningfully to its mission.

The selected candidate will receive IT equipment and training material; however, financial compensation and medical coverage are not provided by WFP. Applicants may seek alternative funding opportunities, such as university grants or external scholarships, to support their assignment.

### WFP LEADERSHIP FRAMEWORK

These are the common standards of behaviour that guide HOW we work together to accomplish our mission.



Different expectations of behaviour are defined depending on your grade and role/responsibilities within WFP.

*All employment decisions are made on the basis of organizational needs, job requirements, merit, and individual qualifications. WFP is committed to providing an inclusive work environment free of sexual exploitation and abuse, all forms of discrimination, any kind of harassment, sexual harassment, and abuse of authority. Therefore, all selected candidates will undergo rigorous reference and background checks. No appointment under any kind of contract will be offered to members of the UN Advisory Committee on Administrative and Budgetary Questions (ACABQ), International Civil Service Commission (ICSC), FAO Finance Committee, WFP External Auditor, WFP Audit Committee, Joint Inspection Unit (JIU) and other similar bodies within the United Nations system with oversight responsibilities over WFP, both during their service and within three years of ceasing that service.*

**Saving Lives  
Changing Lives**