

CALL FOR APPLICATIONS: FELLOWSHIP OF IHRM (F.I.H.R.M)

Are you a distinguished HR professional ready to elevate your career and recognition in the field? The Institute of Human Resource Management (IHRM) invites applications for the prestigious designation of Fellow (F.I.H.R.M). This esteemed title acknowledges your expertise, leadership, and impactful contributions to the HR profession.

ELIGIBILITY CRITERIA

1. Educational Qualifications

- **Minimum Requirement:** Possess a relevant degree or equivalent qualification in Human Resource Management, Industrial Relations, Business Administration, or a related field.
- **Advanced Certifications:** Possess additional professional certifications such as CHRP, Higher National Diploma in HR, Masters in Human Resource Management or other equivalent HR credentials.

2. Professional Experience

- **Years of Experience:** Demonstrate a minimum of 15 years of progressive experience in Human Resources, with at least 10 years in Management.
- **Leadership Role:** Show evidence of leading HR functions strategically in medium to large organizations.
- **Sector Diversity:** Exhibit experience across multiple industries, emphasizing adaptability and versatility.

3. Contributions to the HR Profession

- **Thought Leadership:** Publish articles or papers in recognized HR journals, contribute to HR-related research, or participate in policy development
- **Public Speaking and Training:** Regularly serve as a speaker, trainer, or panelist in HR conferences, seminars, or workshops
- **Mentorship:** Provide mentorship and coaching to junior HR professionals, enhancing the capacity and growth of the profession.

4. Membership and Active Participation

- **Continuous Membership:** Maintain active Full Membership of IHRM for a minimum of 10 years.
- **Active Participation:** Engage in IHRM activities, such as attending conferences, contributing to committees, or volunteering in capacity-building initiatives.
- **Leadership within the Institute:** Hold leadership positions within IHRM or its branches (e.g., chairperson, committee member).

5. Ethical Standing

- Adherence to the Code of Ethics: Demonstrate unwavering adherence to the IHRM's code of conduct and professional ethics.
- No Disciplinary Actions: Maintain a clean professional record with no unresolved disciplinary actions or cases of professional misconduct.

6. Achievements in HR Innovations

- HR Strategy Development: Contribute to innovative HR strategies that align with organizational goals.
- HR Best Practices: Implement best practices in talent management, employee engagement, or organizational development, leading to measurable success.

7. Endorsements

- Professional References: Provide references from recognized HR professionals, including at least one from a Fellow Member of the IHRM, attesting to your professional stature.
- Recognition: Showcase awards or recognition from industry bodies, organizations, or other professional institutes.

8. Commitment to Continuous Professional Development

- Ongoing Education: Exhibit commitment to learning through participation in professional development programs, courses, or seminars in HR or related fields.

9. Advocacy for HR Profession

- Advocacy Efforts: Participate in advocating for the importance of HR within organizations and society.
- Policy Influence: Contribute to the development or influence of HR policies at national or organizational levels.

Submission of Application and Review Process:

All interested applicants are invited to submit their application letters along with supporting documents, including certified copies of academic certificates, endorsements, and any other materials that provide detailed evidence of meeting the above criteria via: **recruitments@ihrm.or.ke** on or before **14th March 2025**

All applications will be reviewed by an Ad-Hoc Nomination Committee appointed by the Council. This committee comprises current Fellows, Council Members, and a representative of the Attorney General, serving as an independent panelist. Following evaluation by the Ad-Hoc Nomination Committee and subsequent approval by the Council, successful applicants will receive confirmation of their acceptance and be inducted as Fellows of IHRM.

Benefits of Becoming a Fellow

- Recognition as a leader in the HR profession.
- Networking opportunities with senior HR professionals and industry leaders.
- Influence on national and organizational HR policies and practices.
- Access to exclusive IHRM events, resources, and leadership opportunities.

The Council encourages members of IHRM to take advantage of this opportunity to gain unparalleled recognition and make a lasting impact on the HR profession. Apply now to join the ranks of IHRM Fellows and help shape the future of Human Resource Management in Kenya and beyond!

BY ORDER OF THE COUNCIL

CHRP ODERO PHILIP DALMAS
NATIONAL CHAIRMAN, IHRM