## I'm not a robot



## Human resources business partner resume example

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Business (desired) Minimum 5 years in a HR generalist/advisory/consultant role Experience in process control and performance management Understanding of IR/ER related legislation, presentation, communication, and influencing skills Build effective partnerships with
key stakeholders across the whole of editorial Working with the Head of HR to support the delivery of a talent agenda and strategy Structures - lead and implement restructuring projects. HR business partners, also known as directors of
HR engagement, are in charge of streamlining HR functions, reporting on HR metrics, improving workforce retention, predicting staffing needs, managing risk, ensuring compliance regulations skills required for HRBP role: Employee Engagement Organizational Development Strategic
Workforce PlanningSuccession Planning Leaders Onboarding Leadership Development Stakeholder Management Payroll ProcessingHR Policies & Procedures HR Program/Project Management What recruiters look for in an HR Business Partner resume: Skills in resolving organizational challenges through people-related solutions Experience in
creating complete people strategy and partnering with cross-functional groups to drive execution. 1-2 years), Fluency in Russian (both verbally and in writing), Fluency in Russian (both verbally and in writing)
Relations, Resourcing, Talent Development and Mobility are some of the areas of expertise that would be desirable, Knowledge and experience of sound HR practice, Commercial awareness and a solid understanding of how HR adds value to the business, Strong track record of customer service mind-set, Excellent interpersonal, communication, and
time management skills, Strong influencing and ability to work in a complex matrix environment, Ability to work under pressure, Process improvement mindset to increase the effectiveness and efficiency of the services offered Design and execute strategies to increase to improve the business's
capabilities to deliver against its goals. - Effectively leads HR projects with key stakeholders. The licensor cannot revoke these freedoms as long as you follow the license terms. Solutions can require original approaches Building strong and constructive partnerships with employee representatives at both sites Provide direction and guidance to the
Facility Managers and other senior leaders on HR policies, practices, procedures and employment law, ensuring fairness and consistency Representing HR on various project teams and regularly report people metrics as required Researching, benchmarking, creating and implementing strategic people and change initiatives Providing options and
advice on HR issues, considering the impact on the company and employee engagement Supporting the development of local HR policies and processes Provide advice to leaders and engage the learning team and others to ensure effective career/succession planning and talent management Assisting managers in addressing individual performance
and organisational effectiveness issues Integrating cultural values and a focus on safety in day-to-day business activities Working with leaders to drive employee engagement, analysing Employee Opinion Survey results Being a champion for the company's compensation and benefits package and advising leaders on compensation issues Determining
when resources are required from specialist groups Degree level education and CIPD qualified or equivalent significant experience in HR generalist roles Experience in HR generalist groups Degree level education and communications skills Strong
planning, prioritising and coordination skills Computer proficiency and analytical skills HR experience in a unionised manufacturing/production environment Familiarity with Caterpillar policies and processes BA/BS degree (degree in Human Resources preferred) Generally, 3-5 years of HR or project management experience, including a demonstrated
ability to provide HR consultation to senior business managers on strategic initiatives Ability to assess situations using both qualitative factors Excellent communication skills-ability to manage multiple initiatives and drive to delivery with speed and accuracy
Ability to be creative in developing alternative solutions in a fast paced environment Demonstrated ability to exercise discretion in handling sensitive data Act as the advisor for the management team Lead employee relations and review grievances Manage
cases effectively abiding by any legal obligations and minimising risk at all times Contribute to implementation of HR policies and procedures Prepare reports to summarise compensation analysis information Be able to work in a fast paces environment Be able to make effective decisions after analysing a potential problem Will need to influence
stakeholders to take actions that accordingly result in the business' success Work and build relationships with people across all levels to achieve goals 8 to 12 main key responsibilities/ initiatives - what are the daily, weekly, yearly duties this role is responsible for and at what level of involvement will this role have in those responsibilities? Ability to
present sound and well-reasoned arguments to convince others. Assist in identifying morale problems and offer field leaders in formulating action plans when
potential associate problems are identified Investigate, respond and find solutions to all associate complaints in a timely manner Government Regulations: Ensure state compliance laws are upheld, including but not limited to anti-harassment training Coordinate with unemployment tax consultant as necessary, regarding state unemployment claims
Coordinate and/or participate in Department of Labor claim hearings when necessary Partner with Loss Prevention in handling and processing worker's compensation claims to expedite a return to work where appropriate. from an HR perspective Accurate and timely employee life-cycle management throughout the year including issuing of timely
and accurate documents - induction and onboarding, exit management and analysis - ensuring interviews and capturing themes, correctness of data and records, leave records, leave records, contracts and reporting back on periodic basis Independent management of all Employee Relations issues in relevant functions within legal framework and Company polices
Design and implementation of functional projects / priorities which could include (different for each function in remit) Contribution to organisation design, effective management of structural / process changes Mobility of key talent (drive secondment, projects, transfers in and out of GHO where appropriate) and developing a view of talent in function
across the group Building capability of people managers in areas like - objective setting, reward management, feedback skills, ensuring high uptake of PeopleSoft, leave management, other manager self service You will be working at HRBP level You will have previous experience with
projects including talent initiatives and performance Have managed high level, complex ER issues 3-5 years of HR experience, preferably at a financial services firm Demonstrated ability to provide HR consultation to managers and employees on HR issues regarding staffing, compensation, HR policies and performance management Advanced skills in
Excel, Word, PowerPoint, Peoplesoft and other HR systems Knowledge of the UK business structures, functional goals and required people capabilities Experience in assessment practices and the ability to identify performance and potential success criteria in leaders using a range of media/tools Ability work with and influence a range of stakeholders
including functional and board leaders, HR teams, Group senior leaders Ability to generate buy in/build credibility at functional level (Inc.HR) for the talent insights to drive the overall strategy Experience with dealing with stakeholders Succession
plans in place High level training plans in place Development plans in place for a high percentage of Rackers % of internal moves Headcount and resourcing plans achieved Projects delivered to achieve defined goals Partnering with business to provide strategic effectiveness in the HR function to attract, develop, engage and retain talent within the
organisation Supporting the development of systems and processes for the effective management of employee initiatives and objectives including new positions, global footprint and workforce reductions Providing support to employee relations cases as
required Managing complex/sensitive ER cases or large complex business projects Providing management guidance on development opportunities to promote career growth and a development opportunities are growth and a developm
Senior HR Generalist or HR Business Partner position Provide direction and guidance to the Facility leadership Team and all other employees on HR policies and procedures ensuring Human Resources is an integral part of the business strategy Provide direction to Facility leadership team in interpretation and application of employee-related policies,
practices and procedures, as well as MOM governmental regulations when applicable, and internal investigations to enhance consistency, maintain and improve the work environment of the facility Understand the business we are in and provide directives considering impact upon the company (financial), employee engagement, and consideration for
the future (new practices, policies and procedures) Drives facility wide communication plan to leadership team and employees Formulating and/or implementing policies, practices and procedures related to employment, and promotion to ensure
proper and effective staffing, personnel selection and practices, skill development, training, policy and practice interpretation and application Interfacing with HR Operations team, Compensation + Benefit and Payroll and related HR personnel to assist in the administration and support of employee issues and problems within HR areas Serving as a
 liaison between process owners and the service centre groups to reflect process changes in a standard format Understand both traditional and non-traditional approaches to human resource management Knowledge of various areas of human resources including benefits, employment, pay-related practices/process, compensation and company policies
and procedures, preferably with a working knowledge of facility HR 3 to 5 years of human resources job-related experience Strong human relations and effective communications skills, along with organizational planning to develop a cooperative work relationship with others inside and outside of department Supporting of new store openings:
defining store structure and salaries, staff recruitment (managers and sales assistants), welcome of new employees, follow up trainings Detecting trainings according to turnover, productivity,
absenteeism and lateness control, etc.) Staff expenses: controlling monthly personnel expenses and hours budgets for each store trainers Related administrative tasks Act as assistant to VP in rolling out global people initiatives. Manages ERL specific university recruiting by
leveraging ongoing relationships between the ERL and local universities 3-5 years of Human Resources Experience Bachelors Degree in related field 3-5 years of HR Generalist experience, including Performance Management, Employee Relations, Talent Acquisition.
Demonstrates willingness to take risks to deliver results Effective in coaching/influencing/negotiating and managing conflict Builds credibility and relationships and is a strong collaborator Exceptional communication and project management skills Resilient with a high level of personal integrity and energy A driven, results-oriented professional with a
sense of humor Close partnership with business executives to drive against business and human capital strategies that will improve organization effectiveness, talent quality, and overall performance Development, implementation, and delivery against talent strategies, organizational design, change management, and workforce/labor planning to drive
business results and on-going business transformation In partnership with the ES Talent CoE, will lead talent management and succession planning strategies to drive and reinforce a culture of high-
performance and innovation Responsible for championing career development and recognition across the organization to elevate and sustain high levels of employee engagement Ten or more years of experience in a diverse range of global HR functions, working within progressive HR models, preferably in a global technology or consulting
environment Business relationship & partnership creation (25%) - Creates and leverages a network of strategic relationships to remain current in best-in-class HR practices, and able to deliver solutions through coaching, consulting and influence leadership General HR domain knowledge - (25%) - Understands core HR functions (learning &
development, job analysis/profiling, compensation/benefits, transformation, workforce planning, etc.) and their contribution to overall business success Program management (25%) - Ability to define, plan, cost, resource, track, and measure programs designed to improve HR performance in support of business strategy Demonstrates courage and
 willingness to take risks to deliver results Demonstrates business acumen and analytic capability to integrate HR and business strategies and plans Demonstrated experience driving organizational change initiatives, developing workforce plans, and influencing business managers to deliver HR solutions Excellent Project/program management skills
Partner with business executives to drive business and human capital strategies that will improve organization effectiveness, talent quality, and overall performance Will align and support performance management and reward strategies to drive and reinforce a culture of high-performance and innovation within and across the ES go-to-market
organization Will ensure that all relevant HR programs and plans are aligned to the ES business priorities and corporate HR charter, monitoring effectiveness through the tracking of key performance metrics Responsible for working closely with HR Centers of Excellence and country HR teams to ensure depth and reach in the design and
implementation of HR initiatives and programs across the globe Effective in coaching/influencing/negotiating Record of driving results in ambiguous environments Highly collaborative, relationship & partnership creation (15%) - Creates and leverages a network of strategic relationships to remain current in best-in-class
HR practices, and able to deliver solutions through an external network of leaders and peers Program management (20%) - Ability to define, plan, cost, resource, track, and measure programs designed to improve HR performance in support of business strategy Influence leadership (15%) - Drives organizational and behavioral change, and results,
through coaching, consulting and influence leadership Establishes and maintains relationships with key decision makers at the top of the business, business unit, or function. Incumbent must have a proven record of successfully collaborating with and influencing management and peers to support growth and financial results Interpersonal,
negotiation, verbal and written communication, and presentation skills Ability to interact well with all organizational levels Computer/Technical: Ability to use all Microsoft Office software, including: Word, Excel, Power Point, and Access Database Partnering with the Head of Wealth Management and working closely with the divisional leadership
team in the delivery of HR services to the division Delivering on the BFS and Wealth Management people plan including aligning performance, capability, talent and reward initiatives to the business strategy Ensuring the business is set up to deliver on expected growth targets through the active management and oversight of recruitment and
resourcing needs Consulting with all levels of management on matters relating to Resourcing and Recruitment, Learning and Development, Talent Management, Diversity and Remuneration and Benefits Providing divisional input into the development of Group-wide strategies and programs, tailored divisional
implementation of the Group's people strategy and diagnosis of issues and the introduction of relevant HR specialists/expertise Contributing to broader HR projects, including Group-wide initiatives as required Supervising, leveraging and developing supporting HR resources Proven success in a broad senior HR role, preferably in a similar business
area A pragmatic, delivery focused style with excellent judgment Experience in managing high volume recruitment campaigns Degree-level education, with business or other relevant tertiary/ professional qualifications A track record of relevant generalist HR experience 25% of Time - Organizational Effectiveness & Culture BA/BS required, MBA
desired Minimum of 5-7 years relevant experience ideally having worked in a global role Experience in pharmaceutical industry with exposure to the commercial function is desired but not essential Significant experience interfacing with teams and working in complex global matrix organizations Good understanding of local employment law, policies
and systems Commercial awareness and a solid understanding of how HR adds value to the business Proficient in the use of HR systems, preferably People Soft Excellent written, numerical skills and analytical skills Demonstrable problem solving skills and solutions focused Strong organisational skills: organise and drive personal work flow and
follow-up to completion Influencing and persuading Proven track record of delivery in a busy environment Consult, coach and execute with the business to identify, develop and drive key human capital initiatives such as leadership development, succession planning, global talent acquisition, and rewards and recognition Partner and team with
colleagues inside and outside of HR to innovate, enhance, align and drive the effectiveness of enterprise-wide HR programs and initiatives Strategically drive pay-for-performance including salary planning, promotions, resource planning and talent calibration Demonstrates ability to analyze/use HR metrics to consult with the business and influence
action Exposure to executive coaching frameworks, tools, and approaches Proven operational and project management skills Demonstrated ability to work in a complex, matrix organization Proven ability to work effectively in a team, manage conflict, and build trust
Ability to communicate clearly and concisely Demonstrated capacity to work independently, take proactive action and deliver results Ensure all managers deal with employee relations correctly Work on the annual Year End process and assist in decisions of promotions all related to performance Strong understanding of HR Generalist experience
Ability to take ownership and be accountable Operate in a global, matrix organisation Strong experience in Excel 12+ years or more of relevant, effective HR experience in Excel 12+ years or more of relevant, effective HR experience with demonstrated leadership capabilities Master's degree in Human Resources in addition to a Bachelor's degree Should have handled entire gamut of HR activities preferably from
IT / Financial services background Ability to prioritize and drive multiple projects while remaining proactive and flexible in style Proficient in handling employee relations concerns and mitigating risks Strong PC skills - Word/Excel/PowerPoint required and Access/Project preferred Contract & consult with leaders on deliverables, outcomes, and plans
to ensure alignment and integration with TOMS strategic priorities Provide consultation and support to managers on employee relations issues and employment termination paperwork was completed. Specifically Partner with Recruiting to develop and
implement proactive recruitment and internal mobility strategies to identify and attract a diverse and highly qualified pool of candidates Partner with Training & Development to comply with performance management & talent review processes and identify and delivery the training strategy for the business Monitor key people metrics, aligned with
business goals Be a champion of HR process improvement. Participates in interview process as appropriate and provides guidance to managers in developing competitive and equitable job offers Acts as the central point of contact for HR related issues for Asia staff through close relationship with office administrators and managers in Asia. This is
likely to include analyzing both qualitative and drawing insightful conclusions based on country nuances and business demands Partner with reporting manager to provide advice to business heads and management teams to effectively manage and resolve human capital issues (e.g. talent management, succession plans, change
management) while ensuring all actions comply with regulatory / legislative requirements, best practice and corporate policies Take an active role leading specific country regulatory or policy projects. In both capacities, the HRBP will also partner with the respective management teams in supporting and delivering their HR strategy Provide regional
partnership to the IT AMC (Americas Management Committee), comprised of the senior most heads of the IT division in the Americas. Experience in multinational will be added advantage Minimum 4-5 years of handling end to end cycle of PMS for mid-sized organisation Minimum 2-3 years of experience in recruitment Minimum Bachelor degree in
MBA HR, qualification in labour laws and financial management will be additional advantage Recommendation from former employers required Looking for someone who is available for Immediate Joining Anticipates actions and is responsive to events with the aim of ensuring the best timing possible Consider the long-term impact of actions
Measures the impact of their actions Proposes activities with a view to ensuring the long-term future of employees good relationship Proposes realistic developments to improve the processes Should exhibit a high level of Ms-Excel knowledge.
Pivot table, Viso etc Possesses hands on approach to completing a given task takes ownership and deliver to tight deadlines INTERNAL RELATIONS With beneficiaries (all employees and Unit Managers) With team members (Finance, Group HR, Administration ) With the management structure Conducting and managing all human resource related
reporting including: employee head count reports, turn over analysis, country and zone related reporting and staff engagement initiatives Undertaking and management coaching Dealing with all recruitment related activity including writing adverts, screening applications and
interviewing potential candidates Responding to payroll enquiries and liaising with the Australian payroll team for resolution Engagement initiatives and gaining input from staff and line management Presenting to executives and staff on new HR initiatives Develop and
and the company's retention strategy Ensure delivery of training in accordance with the company's strategies and operational plans Advise, influence and guide all levels of management on the HR implications of business strategies and all aspects of people-
management and leadership Help resolve legitimate employee concerns; be the conduit between the employees and other services, such as Benefits and Payroll Proactively assess employee pain points and, in consultation with management, develop workable solutions Partner with leaders to reduce labor-related risks Anticipate the need for change
and influence change before a crisis or inflection point arrives Consciously strive to build networks of support for change goals and objectives Provide guidance on, and help conduct, the investigation of complaints and concerns that could result in legal ramifications or organization exposure; assess the severity, involve appropriate individuals and
facilitate appropriate action based on established practice Develop and manage communications regarding organizational structure, employment-related news, and HR-related programs and policies Partner with Compensation on making recommendations for assigned groups on job creation/leveling for roles, review of relevant market data and
subsequent communications/recommendations made to the business unit. Conducted investigations into employee relations issues and recommend conflict resolution. to deliver the highest quality advice and information to our clients Oversee the day-to-day management of all aspects of the HR operation to ensure flawless delivery of HR services
strategic initiatives Results oriented and quality driven Provide sound Employee Relations advice; analyze HR issues and procedures Provide analytical and project management leadership across a variety of talent initiatives Liaise with HR Operating Committee
members and managers and employees across the global HR function to deliver results and identify opportunities to better leverage best practices and resources across the function Partner with Staffing to identify and attract a
diverse and highly qualified pool of candidates; manage the Talent Reassignment process for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function and reporting across the function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needs for Corporate HR Function as needed Partner with real estate team to identify and update space needed Part
and working groups outside of current role and responsibilities Minimum of 6 years experience in Human Resources, preferably working in a HRBP/HR Generalist position Ability to manage confidential information and data; strong understanding of the sensitivity involved in the work Exceptional judgment; ability to manage confidential information and data; strong understanding of the sensitivity involved in the work Exceptional judgment; ability to manage confidential information and data; strong understanding of the sensitivity involved in the work Exceptional judgment; ability to manage confidential information and data; strong understanding of the sensitivity involved in the work Exceptional judgment; ability to manage confidential information and data; strong understanding of the sensitivity involved in the work Exceptional judgment; ability to manage confidential information and data; strong understanding of the sensitivity involved in the work Exceptional judgment; ability to manage confidential information and data; strong understanding of the sensitivity involved in the work Exceptional judgment; ability to manage confidential information and data; strong understanding of the sensitivity involved in the work Exceptional judgment; ability to manage confidential information and data; strong understanding of the sensitivity involved in the work Exceptional judgment.
in a fast-paced environment Strong analytical skills; identify and analyze data and information to provide value-added solutions or recommendations and implementation plans Reliable, organized and strong project management skills Strong ability to deliver results efficiently
and proactively Proficient in Word, Excel, PowerPoint; experience an asset In depth knowledge of current HR practices, policies and employment legislation Demonstrated confidence and presentation skills Ability to prepare professional
presentation materials in powerpoint Proven skills in project management and communication Strong team Provide coaching and counseling to Senior Leaders, managers and line employees on how to improve individual
performance. He/she must also possess the ability to effectively bring Human Resources (HR) ideas to the business growth, and be
comfortable with uncertainty and ambiguities to consistently deliver quality work End to end payroll administration via outsourced payroll provider (Ceridian) Maintenance of monthly payroll reconciliation and IRS reporting and filing 401K management and oversight (including annual audit with KPMG)
Provide management with advice and strategic support in executing strategies to improve the organisational culture and staff engagement Engage in regular coaching of managers and staff to facilitate business outcomes and achieve sustained performance Benefit & equity administration and liaising with third party providers Responsible for
oversight of the HR Management Systems (HRMIS) for starters, leavers and changes to employee data Provide general HR advice to all employees and follow up on queries in a timely manner Obtain a good knowledge of HR policies and systems in order to assist and advise employees through their career at ANZ Drive key HR projects outside of
compensation and benefits, e.g. flexibility, diversity, etc Advise business leaders on relevant policies and procedures, ensuring these are complied with accordingly Documentation of HR class and business priorities in a high
volume environment Consult on a broad range of people disciplines, including employee relations, leadership development, recruitment, compensation, organizational design and diversity Provide sound employee relations advice; Analyze HR issues and recommend solutions in a timely fashion following established guidelines and advising managers
Oversee the day-to-day management to ensure the delivery of HR services nationally Partner with Staffing organization to develop and implement proactive recruitment strategies to drive efficiencies and leverage best
practices across all Retail areas as well as firm wide functional areas Minimum of 15-20 years HR experience, working in highly complex, global and/or diverse organization(s) with proven experience as a thought partner to executives and senior leaders in the development and execution of talent management strategies that will support the
 businesses even through significant change/transformation Commercial mindset, knowledge of or interest in learning about Consumer Financial Services with focus on the retail bank Ability to handle confidential/ sensitive information on a frequent basis Demonstrated results in identifying and implementing best practices related to processes
systems, tools, training, controls and metrics Demonstrated experience in successfully leading and managing large scale projects. EMPLOYMENT HISTORY HR Business Partner | RateGain, Noida 2017 - Present Lead talent development, skills & capability planning, and promotion of diversity & inclusion. Build the right human capabilities aligned with
organization design and business requirements. Work closely with the leadership team to set the roles & responsibilities across the organization, as well as build the succession pipeline and mitigation plan and strategies in case of talent gaps. This will enable the candidate to influence change and / or
improve existing processes, leverage the strengths of the organization and ensures he/she is responsive, efficient, effective and collaborative in building a world class HR franchise Superior interpersonal skills coupled with strong written/ verbal communication Ability to program/project-manage large human capital initiatives Ability to analyze data
and provide recommendations Provides strategic HR counsel, coaching, and consulting Building strong relationships with the Americas CRO, Audit, Corporate Citizenship Americas and Corporate Citizenship Americas and Corporate Citizenship Americas and Corporate Citizenship Americas and Corporate Citizenship Americas CRO, Audit, Corporate Crombin American CRO, Audit, Corporate Crombin American CRO, Audit, Corporate Crombin American CRO, Audit, Corporate CRO, Audit, CR
reputation risks associated with assigned area Leads the Americas CRO People Forum together with the business Significant HR experience in senior HR best practices in employee relations, performance management, recruitment, re
compensation, policy / procedure development and interpretation, centers of excellence, and familiarity with organizational design, training and development and benefits administration Must have strong relationship building and consultation skills as well as an ability to influence others Ability to establish and maintain positive working relationships
with peers, management, key stakeholders and clients Is innovative in helping clients drive their change agenda to meet future business goals Actively contribute to the business strategy; provide HR expertise and challenge to the
management team Serve as HR advisor, coach and partner to the management team Develop strong working relationships and work closely with all HR specialist functions to provide 'seamless' HR support and guidance to the business including: Staffing, Learning & Development, HRIS, Compensation & Benefits A Bachelor's degree in Business
Human Resources or related field, or equivalent experience A minimum of five years progressive, professional HR experience Proven experience or related field, or equivalent experience and Labor Relations practices, laws and
regulations A track record of establishing good alliances with all levels of management while retaining independence of thought Proven record in forging strong relationships with the ability to persuade, negotiate and communicate effectively Working knowledge of compensation and benefits practices Experience in working with a culturally diverse
workforce Must have the legal right to work in the United States Media or technology industry experience Experience with an HR information system, preferably SAP Project management and process improvement experience Manage, coach and develop a team of 5 HR Analysts Monitors workload of team and distributes work to ensure even
allocation Provides guidance on the completion of tasks Ensures team are compliant with all HR policies and procedures Regularly meets and discusses performance with each team member, working to continually develop their skills and experience Delivers targeted training appropriate to the needs of the HR department and team members Recruits
and trains new team members Act as a point of escalation to resolve potential issues Engage with key stakeholders e.g. HR Business Partners and Employee Relations team to review delivery of key HR projects for the EMEA region and,
where appropriate, globally Prepares monthly reports on output of team Conducts monthly audits of key tasks e.g. payroll, terminations etc Identifies opportunities for amendments to policies and processes and partners with relevant parties to implement these changes Partners with EMEA Employee Services Regional Head & Team Leaders to
implement Employee Services strategy for the region Partners with Employee Services Team Leaders in Americas and APAC regions to share best practice and ensure service is being delivered on a consistent basis globally Previous experience of handling ER cases
Previous experience of managing a team is essential Excellent stakeholder management skills Ability to multi-task and prioritise workload according to changing requirements Ability to multi-task and prioritise workload according to changing requirements Ability to multi-task and prioritise workload according to changing a team is essential Excellent stakeholder management skills Ability to multi-task and prioritise workload according to changing requirements Ability to multi-task and prioritise workload according to changing requirements Ability to multi-task and prioritise workload according to changing requirements Ability to multi-task and prioritise workload according to changing requirements Ability to multi-task and prioritise workload according to changing requirements Ability to multi-task and prioritise workload according to changing requirements Ability to multi-task and prioritise workload according to changing requirements Ability to multi-task and prioritise workload according to changing requirements Ability to multi-task and prioritise workload according to changing requirements Ability to multi-task and prioritise workload according to changing a team is experienced.
user of HR systems Previous experience of working in an HR shared services environment is preferred Previous experience of managing a wide range of HR policies and process Effectively partner with and support the President and CEO of Gannett Government Media and divisional
leadership teams in discussions regarding talent planning and acquisition, performance management, restructuring, coaching, and training Ability to navigate along the change continuum and demonstrate agility in managing multiple priorities that require
effective multi-tasking skills Ability to execute strategic thinking while also balancing a detailed orientation to execute tactical and operational responsibilities Excellent interpersonal skills with solid business acumen Ability to prepare deliverables and reports accurately within prescribed deadlines A minimum of five years' experience as an HR
Generalist required Work with senior management to advise, support business plans & people priorities Priorities Priorities and drive innovative strategic initiatives that address specific business requirements such as: acquisitions, divestitures, site closings, reductions in force, employee engagement, organizational design and
structure, business reengineering, change management, productivity improvements, expense reductions and revenue generation, diversity planning, talent management, organizational design and compensation plans Partner with colleagues in CIB HR solutions team, Employee Relations, HR Service Delivery, EAP, Disability Management, AccessHR
etc. For example, other rights such as publicity, privacy, or moral rights may limit how you use the material. Champions career development and recognition initiatives to elevate and monitors effectiveness through the tracking of keys
measures Balances corporate, function, geographic and business needs in deploying HR programs to the business unit Works closely with HR Centers of Excellence and country HR to ensure effectiveness in the design and implementation of the various initiatives and programs across the client groups Bachelors Degree required; Masters Degree in the design and implementation of the various initiatives and programs to the business unit Works closely with HR Centers of Excellence and country HR to ensure effectiveness in the design and implementation of the various initiatives and programs across the client groups Bachelors Degree required; Masters Degree in the design and implementation of the various initiatives and programs across the client groups Bachelors Degree required; Masters Degree in the design and implementation of the various initiatives and programs across the client groups Bachelors Degree in the design and implementation of the various initiatives and programs across the client groups Bachelors Degree in the design and implementation of the various initiatives and programs across the client groups Bachelors Degree in the design and implementation of the various programs across the client groups Bachelors Degree in the design and implementation of the various programs across the client groups Bachelors Degree in the design and implementation of the various programs across the client groups Bachelors Degree in the design and implementation of the various programs across the client groups Bachelors Degree in the design across Degree in the design and the design across Degree in the degree in the design across Degree in the degree in th
Human Resources or related discipline preferred Ten plus years experience with sales organizations is preferred Demonstrated experience developing and implementing organizational change initiatives, developing
global workforce plans and identifying and creating organization capabilities Strong track record of great execution relative to cost, quality, and timeliness Leverages strong business acumen and analytic capability to integrate HR and business strategies Balances
strategic thinking with tactical action to drive results. Drive best practice from an ER perspective Act as back up and cover for the Senior HRBPs when they are out of the office and as appropriate Proven previous experience working as an HR Business Partner or Associate within a financial or professional services organisation Educated to Degree
level An understanding of the Regulatory regime as it relates to HR Work closely with regional and global leaders to ensure the analyst and development and that formal individual development plans are tracked and actioned In collaboration with other global
Programme Managers, ensure that there is global consistency in the Talent Management approach for all of the analyst and associate populations, in line with the overall RBC people strategy Design and Programme Planning Working in collaboration with global PM's, HRBPs and COEs (i.e. learning and development, recruitment) to ensure seamless
delivery of robust global graduate rotational programmes, delivered across Capital Markets in Europe and Asia Pacific, including the RBC Academy, and ensuring achievement of defined business objectives Plan the delivery of the global graduate programmes and RBC Academy activities to ensure objectives are achieved, timelines met and within
budget Develop a programme evaluation framework to assess the strengths of the programme and to identify areas for improvement year on year Lead Talent Management activities and for the Analyst and Associate Population Communicate with key business stakeholders to gain support talent management activities and for the Analyst and Associate Population Communicate with key business stakeholders to gain support talent management activities and for the Analyst and Associate Population Communicate with key business stakeholders to gain support talent management (EOS) Strategy for the Analyst and Associate Population Communicate with key business stakeholders to gain support talent management (EOS) Strategy for the Analyst and Associate Population Communicate with key business stakeholders to gain support talent management (EOS) Strategy for the Analyst and Associate Population Communicate with key business stakeholders to gain support talent management (EOS) Strategy for the Analyst and Associate Population Communicate with key business stakeholders to gain support talent management (EOS) Strategy for the Analyst and Associate Population Communicate with key business stakeholders to gain support talent management (EOS) Strategy for the Analyst and Associate Population Communicate with the Analyst and Associate Population Communi
global programmes the RBC Academy, and to solicit input to improve the programmes Ensure the effective and development activities from end to end Work in collaboration with global PM's, and RBC COEs to leverage all activities around campus recruitment, talent and development efforts and communications
Manage the Programme Actively monitor and assess the quality and performance of graduates, as it relates to changing business needs and demands, and in line with the global measurement standards Work closely with business needs and demands, and in line with the global measurement standards Work closely with business needs and demands, and in line with the global measurement standards Work closely with business needs and demands, and in line with the global measurement standards Work closely with business needs and demands, and in line with the global measurement standards work closely with business needs and demands, and in line with the global measurement standards work closely with business needs and demands, and in line with the global measurement standards work closely with business needs and demands, and in line with the global measurement standards work closely with business needs and demands, and in line with the global measurement standards work closely with business needs and demands are needs and demands and demands are needs are needs are needs and demands are needs and demands are needs are needs are needs and demands are needs ar
on the programme Provide reporting proactively to business stakeholders and as requested by HR groups Ensure that all activities and RBC Academy operates within the approved budget Monitor and approve all budgeted expenditures, in line with overall global budgets Identify and evaluate the risks associated and take appropriate action to contro
the risks Monitor all activities on a regular basis and conduct an annual evaluation according to the programme evaluation framework Human Resources Management Provide leadership and direction to graduates to achieve a culture of high performance and superior individual and team results which will foster a competitive advantage for the
business University and/or post-graduate degree Relevant HR experience Strong knowledge of HR policies and practices Ability to lead initiatives Mange in a matrixed organisation and provide coaching and mentoring Results focused Knowledge of HR policies and practices Ability to lead initiatives Mange in a matrixed organisation and provide coaching and mentoring Results focused Knowledge of HR policies and practices Ability to lead initiatives Mange in a matrixed organisation and provide coaching and mentoring Results focused Knowledge of HR policies and practices Ability to lead initiatives Mange in a matrixed organisation and provide coaching and mentoring Results focused Knowledge of HR policies and practices Ability to lead initiatives Mange in a matrixed organisation and provide coaching and mentoring Results focused Knowledge of HR policies and practices Ability to lead initiatives Mange in a matrixed organisation and provide coaching and mentoring Results focused Knowledge of HR policies and practices Ability to lead initiatives Mange in a matrixed organisation and provide coaching and mentoring Results focused Knowledge of HR policies and practices Ability to lead initiatives Mange in a matrixed organisation and provide coaching and mentoring Results focused to the provide coaching and mentoring and mentoring and mentoring and mentoring and mentoring and mentoring and 
and practical ability to deliver solutions for the business Focused on excellence in terms of delivery and execution LI-MM2 Collaborate with HR colleagues to analyze, develop, drive and implement processes and programs aligned to business strategy 3 years of experience preferably in Human Resources, science (clinical research) or analytical
positions Demonstrate a sense of urgency and good judgment in a fast paced environment Possess unyielding integrity Work collaboratively and influence or negotiate when needed Proficiency with statistics is a plus Working knowledge of Business Objects (Webi RichClient) and statistical software is a plus Provide guidance and advisory to Managers
for goal-setting and the performance review process; coach managers in providing high quality feedback and linking compensation to performance review process; coach managers in providing high quality feedback and linking compensation to performance review process; coach managers to grow into new role Provide managers to grow into new role Provide managers and the performance review process; coach managers in providing high quality feedback and linking compensation to performance review process; coach managers in providing high quality feedback and linking compensation to performance review process; coach managers in providing high quality feedback and linking compensation to performance review process; coach managers in providing high quality feedback and linking compensation to performance review process; coach managers in providing high quality feedback and linking compensation to performance review process; coach managers in providing high quality feedback and linking compensation to performance review process; coach managers in providing high quality feedback and linking compensation to performance review process; coach managers in providing high quality feedback and linking compensation to performance review process.
address employee issues and assist with performance management Partner with Recruiting, Compensation and Managers to ensure proposed Compensation offers to candidates are compliant with regulatory, Citi and business unit requirements; participate in the approvals process Partner with the reward team through the year end process and on
reward issues and to ensure that reward policies and initiatives are communicated throughout the business experience in an HRBP/HR Advisor role preferred (min. Direct
managers and employees to appropriate guidance channels (e.g. HR Operations, HR Matters) when appropriate Undertake project work as and when required across the HRBP community Lead on people element of organisational change initiatives within business area, supporting the implementation of the change Responsible for monitoring the
performance of the assigned Business Unit, using the data and analysis generated by the HR Ops MI team (e.g. turnover, absenteeism, time to hire), driving transparency and accountability for HR performance Analyze trends and metrics in partnership with the HR team to develop solutions Consult with directors and managers providing HR guidance and metrics in partnership with the HR team to develop solutions Consult with directors and managers providing HR guidance and metrics in partnership with the HR team to develop solutions Consult with directors and metrics in partnership with the HR team to develop solutions.
when appropriate Identify training needs for business units and partner with management team on individual development and/or coaching needs Participate in supporting key initiatives by completing special projects Bachelor's degree with a concentration in Human Resources or related degree. An HR Business Partner is a senior executive who
colleagues, including job evaluation and appropriate benchmarking. An up to date understanding of employment legislation and HR trends Degree level qualification or equivalent experience. Creates monthly headcount reports, org charts, and creates quarterly HR reports to share with management Partners with HRIS team to maintain accurate
employee data and organization charts. Analyze people processes, information and trends to make recommendations to leaders of the business Partner with Recruiting on workforce planning & headcount management, proactive recruitment strategies and diverse sourcing pipelines Bachelors Degree required, advanced degree desired Experience in
technology or digital organization/function preferred Knowledge of full range of people practices in a business setting; goal setting, performance assessment and improvement, compensation practices, talent review and talent management, workforce planning, reductions in force, leadership development Project management abilities including the compensation practices in a business setting.
execution skills and end to end process improvement Technically proficient in MS Office Suite - including Excel and PowerPoint Utilizes critical thinking and analytical skills regularly to identify issues and trends, develop solutions and/or recommendations to address root cause Provides insight to clients to assess issues/potential risks and
recommends actions to reach balanced solutions. to deliver the highest quality advice and information to our clients Proven track record in objectively coaching employees and management through complex, difficult issues and mitigating risks Strong analytical, quantitative and technical skills that enable individual to leverage data to create HR
strategies that support and drive business results Generally 4 plus years of relevant HR experience, including a demonstrated ability to provide HR consultation to senior business managers on strategic initiatives An MBA in Human Resources with 8-12 years of broad HR experience with developed expertise in HR Business Partner functions
Knowledge of HR systems and spreadsheet software High energy level with proven passion and single minded focus on improving performance Be flexible with schedule based on business needs Possess strong problem solving, time management, analytical and organizational skills Act as the initial point of contact for all HR issues to assigned
businesses and/or support groups in London and provide day to day advice and counsel on HR related matters Provide advisory support for other areas of RBCCM London as required Partner with HR Centers of Expertise and HR Operations to ensure full end to end HR capability and service is provided Through careful probing and questioning
identify any potential employee relations issues and inform the Sr. HRBP and ER advisor. Makes decisions and recommendations with knowledge of the internal customer's situation and preferences in mind Serves as a resource to employees to ensure individual employee problems are heard, issues are addressed, and employees are treated fairly
compiles reports of cases and outcomes for management review Last updated on 05 Apr 2025 - 1 new resume template (Human Resources Business Partner in the Energy Sector) added 07 Dec 2024 - 1 new resume template (HR Business Partner
Healthcare Sector) added Next update scheduled for 17 Apr 2025 Here's what we see in top resumes for HR professionals. Emphasizing Strategic Partnership: Show your role as a strategic Partner and compensation processes Employee Relations Advice - Analyze HR issues and
recommend solutions in a timely fashion following established guidelines and advising managers. Assist the HR Business Partners in the research, planning and analysis phases of creating solutions to complex problems as well as anticipate HR needs within business lines 3-5 years of general HR experience Demonstrated ability to add value to the
business and deliver results Outstanding verbal and written communication skills Demonstrated ability to integrate information from many perspectives and synthesize into meaningful recommendations and solutions Project management and tactical implementation skills HR experience in a large, matrixed organization Partnering with the broader
HR team on a number of HR activities including performance and talent management, promotions process, succession planning, remuneration review, development planning and employee surveys Partner with centres of expertise to deliver outstanding employee experiences, providing exemplary first level support to the client group including
team HR Coordinator Understands human capital requirements of business strategy. Eq. People & Talent Days, EMS, Session C and remuneration reviews Coach, counsel and quide managers through performance management cases Effectively manage employee relations risks Support the HR Leader in delivering culture and change management
initiatives Manage specific projects as determined in the HR planning process and participate in functional initiatives Identify appropriate talent development opportunities Support a strong leadership and coaching culture working
relationships with Capital COEs (O&TD and Compensation & Benefits) and A&NZ COEs (HR Operations, Talent Recruitment, Employee Relations and Learning & Development) Develop knowledge of progressive HR practices and key trends Work in accordance with all GE policies and procedures, demonstrating high ethical standards consistent with
the GE Spirit & Letter Immediately escalate any potential compliance issues to Team Leader, Compliance training and any other training as assigned to you when due Ensure you adhere to all the Environment, Health & Safety (EHS) policies, procedures and
responsibilities as detailed in the EHS Manual on the EHS Links site Other related tasks as agreed Ensure that processes and reporting have complete and adequate end-to-end controls Help drive all people initiatives and practices including recruitment, talent, leadership development, performance management, organizational design, compensation,
and diversity Partner with senior HR Business Partner to ensure the appropriate programs are in place to drive employee engagement of large scale projects Assists in the day-to-day delivery of Human Resources services and
support to assigned client groups, including identifying and implementing appropriate solutions Serves as a point of contact for assigned client groups, including information and guidance to employees and leadership on company policy and practices Assists with the implementation of HR initiatives and programs, including those in the areas of
diversity & inclusion, learning and development, and workforce planning Participates in—and may facilitate—change management and organizational effectiveness initiatives Participates in—and may facilitate—change management and organizational effectiveness initiatives and challenges Acts as a resource to employees, including providing
coaching and employee relations support Recommends changes and enhancements to policies, practices and strategies Participates as a member of the ESPN HR Team, including involvement in team meetings, learning opportunities and team-building activities A typical incumbent has 3 to 5 years of general work experience with a concentration in
Human Resources or related profession Demonstrates emotional intelligence and manages well in a matrix environment Ability to integrate and initiate work with key stakeholders and functional partners to ensure appropriate solutions are delivered to the organization Ability to travel to Connecticut and other locations as needed In partnership with
HR Operations, support on-boarding related activities with a focus on coaching managers with the onboarding plans and strategy for integration (i.e. new manager assimilation needs, key talent information) Establish and maintain strong cross-functional relationships with HR functional partners Must be able to work from June - December working
full time hours Strong service orientation Strong interpersonal skills demonstrated when interacting with all professional levels Proven ability to work with routine Tier 1 employment matters, including but not limited to interpretation of
university employment policies and procedures, and recommending best practices; responsible for evaluating and analyzing inquires/transactions in Workday (HRIS); and providing mass transaction processing support Assist managers with
routine employment matters, including preparation of offer letters, disciplinary procedures and official written warnings, performance development plans; preparation administration, including recommending appropriate new hire salaries/wages
and preparing justification requests for market adjustments, reclassification and internal promotions Maintains knowledge of, interprets and provides advice on university employment team - establishing credibility and strong partnerships with all
senior managers Contribute to the development of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business understanding of the manufacturing business unit strategy Develop and maintain a sound understanding of the manufacturing business understa
Ensure a business-focussed approach to people management and applying practical best practice HR advice/solutions in line with company policies and legislation Develop and maintain a credible relationship with trade unions to deliver effective employee relations Forecast budget requirements annually for all HR and training related aspects of the
business unit Be a trusted advisor, thoughtful sounding board and business partner to the divisions' senior leaders, functioning as the expert of people and organizational issues Prepare deliverables and reports accurately within a deadline driven environment A minimum of five years experience as an HR Generalist required Ability to provide
excellent customer service, time management and communication skills To have a general understanding of the Divisional Boards for People Development As well as an alignment to a Division the role will be a pan-BBC specialist (subject matter
expert) in at least one of the following topics Extensive experience of establishing and embedding talent processes that create positive business outcomes Knowledge of current thinking in relation to leadership, talent and performance management Relevant HR experience (generalist or specialist) gained in large complex organisation(s) with multiple
stakeholders (including matrix relationships) Extensive experience of operating in a business partner model, working with local managers to create positive business outcomes Communicates challenges and influences a variety of stakeholders effectively Able to simplify complex problems, processes or projects into component parts, explore and
evaluate them systematically Desirable - MCIPD, or equivalent educational achievement (Level 7) plus experience Analyzes trends and metrics in partnership with the HR team to develop solutions Resolve employee relations' matters within a diverse group of employees across multiple departments.. Working closely with site teams to help maximise
performance within their teams Recruitment and Selection: Manage recruitment, selection and all associated activities and support Talent Acquisition Teams to ensure top talent is selected and developed 3rd level HR qualification/CIPD 4 + years HR Generalist experience, ideally in an international company possessing a strong-customer-focus and
performance based culture Coaching and mentoring experience at management level Demonstrated ability to motivate others and influence work behaviours Partnering with BFS stakeholders and taking accountability for the delivery of HR services and advice to the Divisions Leveraging both internal and external resource expertise as well as taking
direct responsibility for key HR deliverables Delivering on the divisional people initiatives including aligning performance, capability, talent and reward initiatives to the business strategy Consulting with all levels of management, Performance
Management, Diversity and Remuneration and Benefits Proven success in a senior HR Business Partner role Experience of working within the financial services industry or a large, complex organisation The ability and personal credibility to influence senior management across the business and the desire to act as a business enabler Well developed
analytical skills and numeracy, including good Excel skills Line manage the MI and Projects Systems team performance against SLAs where they apply and to take relevant and appropriate action to remedy underperformance Manage team resourcing
requirements, particularly project resource needs as they relate to HR systems and data project demands Catalogue, regulate, and prioritise the HR systems related demand of HR, and manage it's delivery through resources within HR, and prioritise the HR systems and other key BBC functional areas Strong technical and functional knowledge of BBC
HR Systems and how they operate and are integrated Accountable for the delivery of allocated HR systems and data change projects (new projects and those already in progress) through all aspects of the project sand those already in progress changes are made within the
business to ensure project success, and where required managing through relevant Change Boards Create and/or input into relevant parts of HR project business cases where required managing a systems team, and experience
of working within a system teams and delivering HR systems projects in a large and complex organisation, with multiple governance layers and stakeholders Strong knowledge and working experience of SAP and/or Success Factors systems project
management; experience of delivering projects for similar systems desirable Strong Microsoft Project and Excel skills, plus strong presentation skills, preferably with MS Powerpoint or similar Prior experience of working within budget and scope restrictions Able to build strong relationships with other HR teams, BBC Engineering supporting teams,
and teams in other functional areas such as Finance, for the purpose of successful project delivery Able to innovate and craft multiple resolution channels when faced with project issues Highly confident in manipulating large data sets, and strong data analytical skills Must be highly confident in dealing with a wide variety of business users, via
multiple communications channels (i.e. in person, phone, e-mail, etc.) Confident in presenting to individuals and groups at all levels of the organisation, and be able to articulate complex concepts effectively to non-technical personnel (including senior stakeholders).
Partner In supporting the direction of their business area/region through input and guidance from the localized People agenda Interpreting and influencing changes in policy frameworks, through reviews/discussion within HR and specialist HR functions to accommodate the business challenges and operating environment Minimum of 5-7 years proven
and progressive human resources experience, or equivalent, including a minimum of five years proven managerial experience Facilitate long-term initiatives aligned with the strategic agenda Help the business unit leaders to provide employees with
development opportunities and ensure that they are able to meet current and future performance standards Review and benchmark the internal and external environment to improve the HR policies and initiatives Ensure that a strong leadership and coaching culture permeates the organization Strong academic credentials with a degree in HRM,
ideally with at least 8 years of HR experience in cluding a minimum of 3 years in HR business partnering Experience in working across multiple geographies Experience in delivering training and facilitating workshops in large groups Good
understanding of Singapore employment law and HR policy Serves as the HR primary point of contact for senior executives Partners with senior executives to provide HR support in development; employee development and employee relations Provide
individual and organizational coaching and consulting to executive management Collaborate with and assist the Director of HR, Senior ER & HR Compliance Manager and Talent Manager and Talent Manager with on-going projects, procedures and other human resources initiatives; also will act as Project Manager for various HR projects Assist with the
recruitment process as business needs dictate which includes managing leadership expectations, staffing models, cost containment, potential talent development, negotiating appropriate offer packages and engaging internal candidates in career discussions Review and investigate complaints and charges of alleged sexual harassment and
discrimination; and participate in legal mediations and settlement discussions as requested Partner with Area Managers and EEO/Corporate Diversity Manager to develop solutions as it relates to employee relations issues Assist in training and measuring results of HR processes and tools that impact the Bank. Actively participate in local policy review
and development Assist in key negotiations and foster constructive working relationships with trade unions and other employee representative groups Meet expectations in delivering results, consider alternative courses of action, make timely decisions and build strong relationships with customers and peers Implement local reward and recognition
strategies in order to meet business needs Significant HR generalist knowledge and experience including the management of complex employee relations issues, ideally in a large manufacturing organisation. MBA or Master's degree preferred Ability to establish strong relationships at all levels and across geographies throughout the organization and
cross-functionally Strong mindset for continuous improvement and meeting or exceeding client expectations Act as a role model and leader for all Fast Retailing values and principles Ensure effective implementation of all global HR projects at a local level Support CEO / country manager in deciding and maintaining organisational structure Create
and implement employee succession and manpower plan Develop and deliver company training needs are then met Co-ordinate and
monitor the evaluation and promotion process at all levels of the business Manage the bonus and incentive systems at all levels in the business Maintain and update all HR policies and tools in line with country legal requirements and provide communication
and training on this when required Be the main point of contact for all employee relation issues and to act as a coach to line managers and employees 2-6 years of HR generalist or employee relations experience management, and training on this when required Be the main point of contact for all employees 2-6 years of HR generalist or employees 2-6 years of HR genera
employee relations, compensation, compensation, compliance) etc Broad knowledge of human resources practices, applicable laws, employee engagement and retention, employee development and oganizational planning required Responsible for monitoring adherence to Gannett policies and consult with the East Group HR Director on interpretation of policy
Support the implementation of consistent and effective workforce forecasting, planning and "fit to role" processes across the business ensuring that there is a sufficient supply of talent to meet current and future business leaders to
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develop and deliver on the people plan, including talent management, reward strategy, succession planning and strategy, succession planning and strategy, succession planning and strategy, succession planning and strategy, programs, processes and services to fulfil business to further strengthen the outcome of our talent initiatives Ensure highly sensitive employee matters are addressed in an appropriate

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manner to minimize risk to UBS while ensuring a positive working environment Partner with HR colleagues in Service Delivery and HR Centers of Expertise (e.g. Reward, Talent Acquisition, Talent Management) to ensure the delivery of innovative and effective solutions to your clients Extensive experience as an HR Business Partner combined with
general HR experience in other specialist areas Experience in developing people strategies and in-depth talent management knowledge Proven track record of managing processes related to employee selection, development, retention, and engagement Experience in Organizational Design and Change Management in large complex organizations
Strong communication and influencing skills paired with stress resilience and good analytical and conceptual skills Significant conflict resolution capabilities Ability to work collaboratively and effectively in a global/regional team environment Focused on doing things ethically and professionally; possesses a high degree of personal and professional
integrity Strong strategic and financial focus, demonstrates a broad-based understanding of business issues, events and activities and an understanding of their wider implications and long-term impact particularly from a people perspective Collaborate with HR colleagues to identify, analyze, develop, drive and implement processes and programs
aligned to the business strategy with minimal instruction Manage reductions in force, employee engagement, organizational design and compensation plans Partner and engage with HR colleagues including; global and
regional HR business partners, CIB HR Solutions Team, Training and Development, Employee Relations, AccessHR, Development Recruiting and Compensation to develop and implement specific HR plans Monitor key people metrics aligned with business goals HR Process improvement. Experience in financial services, asset management or
investment banking industry preferred Demonstrated expertise and experience serving in an advisory partner capacity to senior business leaders, influencing organizational strategy, goals and alignment Demonstrated influence, negotiation and consensus building skills on critical talent agenda components Experience in executing firm-wide talent
initiatives with excellence in a fast paced, global group of 1,000 + employees, driving scale, efficiency, process improvement and accountability to outcomes Experience building strong partnerships across the various HR disciplines including compensation, recruiting and talent management to deliver high quality HR solutions Demonstrated deep
immersion businesses to know enough to be seen as credible and trusted Experience analyzing and presenting findings and reports back to the business as well as tracking and disseminating key HR data Experience managing a variety of employee relations issues Minimum 3 years of experience in an HRBP/HR Advisor/HR Specialist role Fluency in
English (both verbally and in writing) Process improvement' mindset to increase the effectiveness and efficiency of the business by advising and partnering with Business Unit leaders to enable them to effectively lead, motivate, develop and retain their people The position serves
on a regional basis as part of a global team, whose role is to create best practice human resource policies, practices and systems which help attract, retain and mobilize high quality employees, support business Unit
leaders to implement Human Resources initiatives that support the needs of the business unit, as well as initiatives that support company-wide activities, ensure that a positive employee relations climate is developed
reinforced and maintained Oversee HR information collection and reporting requirements and metrics to partner with Business Units to proactively support their strategic initiatives Oversee the integrity and quality of the recruitment efforts including candidate selection and interview process 7 - 10 years human resources management experience
Bachelor's degree in Business or related field, preferably Human Resources or Organizational Development Ability to manage client expectations
effectively Experience with HR information collection and reporting requirements Proactive team player, flexible, and be able to work under pressure Ability to manage and resolve sensitive issues/negotiations Excellent written and verbal
Communication skills including collaboration, coaching and counseling skills Self starter with knowledge and expertise to make independent decisions/practices A proven track record of creating and/or expanding best practices, human resources and benefits administration and
selection, and business programs, processes, and systems Experience with labor relations, include contract negotiations, and contract negotiations, compliance with FLSA and state counterpart regulations, and other relevant labor
laws Expertise working with a global HR team and knowledge of current employment/labor laws (federal, state, and local regulations) LI-JA1 Minimum 8 years of human resources experience required Knowledge of service company type of matters (desired) Ability to work collaboratively and develop strong working partnerships with clients and HR
colleagues, and deal effectively with all levels of staff and management Creative and proactive approach to problem solving and execution Strong analytical skills and proficiency Excel required Fluent in English and Spanish, with business related experience in negotiating in this language Credentials: Degree in Business Administration, Economy,
Psychology or equivalent Education and Experience: * Bachelors degree in Human Resources Management or a related field 2+ years of HR Generalist/Business Partner experience Excellent interpersonal skills and effective verbal and written communication skills Ability to thrive in an ambiguous and rapidly changing environment Ability to organize
multi-task and prioritize tasks Considerable knowledge of principles and practices of personnel administration and legal issues Ability to communication via telephone, e-mail and facsimile Experience with Human Resource Information System Defining,
developing and implementing local HR strategies to meet business requirements Providing input into the Regional HR strategy to ensure HR activities are aligned to business requirements Identifying improvement opportunities (e.g. using
outputs from HR metrics) and working with internal customers to identify, develop solutions and prioritise delivery of their people needs Providing "best practice" advice and guidance on HR issues to local customer group Coaching and / or supporting the
delivery of HR projects and initiatives to the ensure delivery of global and local HR and business priorities Sourcing internal and/or external resources to delivery of HR expertise to internal customer groups 10 - 12 years HR experience with 4 -5
years at a Senior HR Business Partner level Experience of working with cross-functional teams Experience of delivering effective solutions to "people" issues Experience Employee Engagement experience Advanced skills in resourcing Provides coaching and counseling to
senior leadership team on global talent issues and initiatives Makes key decisions and suggestions based on a solid understanding of talent principles, firm and business objectives and needs analysis Supports talent principles, firm and business objectives and needs analysis Supports talent principles.
Excellent project, stakeholder and change management skills (writing, speaking, presenting, listening and communication skills; ability to interact with all levels credibly Good listening with issues and opportunities Influencing skills; ability to work with ambiguity, and build consensus
across diverse, often global, groups Fluent in written and spoken English 7-10 years proven HR generalist experience (eg, performance management, employee relations) Relevant experience, e.g. involved in / delivering / managing talent initiatives Experience working in a consulting organization or in professional services The mission of Bank BPH is
to ensure sustainable and safe growth of the Bank in the spirit of fair play; thanks to versatile managers leading engaged employees, the Bank is effective in delivering a range of simple products through a branch network to private individuals, small and medium-sized enterprises, as well as mid-sized companies with a large growth potential. Drive
manager and employee development efforts Facilitate organization and leadership development efforts to address root causes Coach management skills, professionalism, conflict management, and communications Create positive team dynamics Influence senior
management to clarify and resolve divisional business and communication issues and improve overall organizational effectiveness Understand a situation by breaking it apart into smaller pieces, and/or tracing the implications of a situation in a step-by-step
causal way Conceptual Thinking: Ability to understand a situation or problem by putting the different pieces together to see the bigger picture. Adapt — remix, transform, and build upon the material for any purpose, even commercially. Relevant HR generalist experience working with senior leaders in a large, corporate environment is preferred. One
of the ERL's strength is its ability to turn an idea into something real and tangible The Human Resources Consultant is responsible for supporting high impact HR strategies to support a high performing culture, recognition as a top employer, and company/client-specific business objectives. May make recommendations regarding how this information
could affect hiring plans and/or sourcing strategies Minimum 5 years relevant working experience Assess employee development needs, make recommendations, and implement appropriate solutions Provide coaching and development feedback to managers and employees Integrate and partner with HR colleagues in the Learning & Development,
Compensation, Recruiting, HR Operations, and HR Programs teams to implement solutions Work with the business on various development programs Partner with HRBP's in running several of our GMS organizations. Proactively identify
potential employee relations opportunities, providing counsel and advice to stores and leaders to create swift solutions and productive outcomes Follow-up to ensure continued closure. Including Executive Remuneration Committee statement and Assurance reporting Manage the Equal Pay Audit including reporting and analytics in line with current
 legislation liaising with the business to review anomalies Review and manage the Executive contracts process including amendments. Appreciates differences to add value to decisions or actions and organizational success Ability to work efficiently within team environments and as an individual contributor
Strong communication skills (both written and verbal) at all organizational levels Ability to present information in a clear, creative and persuasive manner Excellence in communication skills, interpersonal skills, achievement orientation, relation building, and customer service orientation 3-5 years of experience in Human Resources, preferably in
Banking industry Build effective partnerships with key stakeholders across the whole of Commercial to enable the delivery of the business strategy Develop coaching relationship with key stakeholders across the whole of Commercial to enable the delivery of the business strategy Develop coaching relationship with key stakeholders across the whole of Commercial to enable the delivery of the business strategy Develop coaching relationship with key stakeholders across the whole of Commercial to enable the delivery of the business challenges.
lead or partner on projects for the business units that enable organizational success, such as career path projects, team building, performance management, retention initiatives and engagement Consult with business unit on organizational structure and compensation changes including organization changes, promotions, adjustments and
reductions in force. - Builds trusted partnerships to drive cultural and organisational change, and drive to the best possible outcome. Monitor performance, raise and deal with any issues as they arise. Anticipates internal customer's needs and exceeds their expectations Builds and leverages network of colleagues, peers and other key stakeholders
across the organization to help move initiatives forward Serves as a resource to employees to ensure individual employees to ensure individual employees to organizational responsibilities, staffing, managerial skills and the quality of work life, and
ensures policy/program changes affecting employees do not conflict with the organization's objectives 10 plus years' experience as an HR Business Partner Exper
manager/leaders is a plus Experience with HR systems is a plus (Success Factors, PeopleSoft, Taleo, etc) You will support the Global Head of IB Business Management & Support in the development and execution of the Divisional People Strategy, including regular reviews of both the strategy and other initiatives against agreed objectives, KPIs and
financial targets providing analytical interpretation which should translate into a variety of actions You will provide guidance, internal and external and external targets providing analytical interpretation which should translate into a variety of HR initiatives. Provide guidance, internal and external
market data, analysis, scenario modeling, reporting and pay for performance communications matters, negotiated separations and RIFs Leverage
regional and global monthly metrics packs and external market intelligence to continuously assess ROI and resiliency of the division's human capital strategy with a focus on key talent attrition, compensation benchmarking and talent acquisition strategies of competitors Participate in projects across the division and foster an environment of
innovation; leveraging internal and external best practices. Initiatives include employee survey action planning, performance management, talent planning, compensation planning, career development and organization design Manage day-to-day HR issues for assigned client groups. Explained all of HR policies, procedures, laws, standards, and
regulations to employees. Should possess a modern outlook on People Leadership Track record of successful HR/People interventions Recruitment (managers and sales assistants), welcome of new employees, follow up trainings
Employee relationships, compensation & benefits, health & safety Support the stores on labor law aspects (payroll, legal aspects, contracts, etc.) Unquestionable ethics, personal integrity, an understanding of implications of decisions and client confidentiality Commitment to excellence Valuing Diversity: Demonstrates an appreciation of a diverse
workforce. As needed conduct effective, thorough and objective investigations Maintains in-depth knowledge of legal requirements ensuring adherence to local, state and federal laws regarding employment, wage and hour, OSHA and related laws. Skills Matching The Job Description: Include skills you have that are in the job posting. Develops
compensation offers. Strong project management skills Ability to operate in a matrixed environment and deal with ambiguity. Knowledge of PowerPoint, 2-5 years experience at a major financial services firm Experience supporting anInvestment business is strongly preferred Good conflict management, influencing and negotiation skills Ability to operate in a matrixed environment and deal with ambiguity.
Ability to advise business unit managers and employees on their HR-related issues and to engage the appropriate internal or external resources in order to resolve problems or answer questions Strong interpersonal and community Demonstrated
competence and experience in reporting and tracking of detailed data Ability to manage in a changing environment and deal with a strong results/goal orientation Work with a strong results/goal orientation with a strong results or detailed in Excel, Word, PowerPoint Proactive liaison
and consultation with business stakeholders to understand the changing priorities Support & facilitate the Performance Management / Talent Management agenda across LOBs Work with cross functional specialist teams in supporting and resolving day to day employee queries
and issues pertaining to employees and develop solutions pertaining to employees and development, organizational and change management issues Create forums and facilitate interactions between the employees & the management on a regular basis Manage exit interviews
and support the business in analyzing the data and provide innovative solutions to improve retention rates Generate analyses of data which can support business decisions (Scorecards/Attrition analysis etc) Seek internal (global) as well as external market "best practice" opportunities that will enhance the people agenda Assesses client needs and
flawlessly delivers innovative, client focused solutions Work with matrixed Global and Regional HR teams to deliver business aligned HR initiatives 3 - 5 years of experience and Post-Graduate degree in Human Resources from premier institutes Consistent excellence in academics Strong PC skills Work with Senior HRBPs to address specific business
requirements such as reductions in force, employee engagement, organizational design and structure, business reengineering, change management, productivity improvements, expense reductions and revenue generation, diversity planning, talent management, organizational design and compensation plans Partner and engage with HR colleagues
including: global and regional HR business partners, CIB HR Solutions Team, Training, Employee Relations, Access HR, Development to comply with performance management & talent review processes Partner with business leaders and
the global compensation function to execute market competitive compensation plans (salary, annual, and non-annual) Partner with colleagues in Employee Relations, HR Service Delivery, EAP, Disability Management, AccessHR, etc. Facilitated all new employee relations. Master's degree a plus 5-7 years of previous HR work experience Previous
experience in a Union environment Experience within a production environment a plus Strong knowledge and applicability of HR policies, procedures and practices Computer Skill: Strong computer skills required including MS Outlook, Word, Excel & PowerPoint Ability and genuine intention to work cooperatively with others and be part of a team, as
opposed to working separately or competitively to further one's own agenda Strong development and coaching experience Ability to adapt to and work effectively within a variety of situations, individuals or groups PHR/SPHR certification desirable Responsible for building relationships with the technical teams to implement strategies that meet the
development objectives of Facebook Serve as primary contact for technical client groups across Ads to assist employees in resolving issues and grievances Partner with EMEA and APAC HR leaders as well as other cross-functional teams across L&D, Compensation, and Benefits on communications and best practices Assess employee development
needs and make recommendations for appropriate solutions Work closely with the management team to identify current and future needs of the business and develop/lead HR strategies, priorities, and plans accordingly Collaborate with the Learning & Development organization to develop unique leadership and manager effectiveness plans Stay
abreast of business and workplace trends. Provide reporting and analytic support on HR data. Participated in salary surveys and conducted internal/external equity analyses. As a strategic business partner, ensure that HR solutions add value to the client's organization and frequently solicit feedback to that end Serves as a credible partner and "one
stop shop" for employees to voice concerns, ask questions and request assistance Handle employee relations issues for assigned client groups, escalating complex or unique employee relations issues to Senior Manager and Employee Relations issues to Senior Manager and Employee Relations issues for assigned client groups, escalating complex or unique employee relations issues to Senior Manager and Employee Relations issues for assigned client groups, escalating complex or unique employee relations issues to Senior Manager and Employee Relations issues for assigned client groups, escalating complex or unique employee relations issues to Senior Manager and Employee Relations issues for assigned client groups, escalating complex or unique employee relations issues for assigned client groups, escalating complex or unique employee relations issues for assigned client groups, escalating complex or unique employee relations issues for assigned client groups, escalating complex or unique employee relations issues for assigned client groups, escalating complex or unique employee relations issues for assigned client groups, escalating complex or unique employee relations issues for assigned client groups, escalating complex or unique employee relations issues for assigned client groups.
5 years' experience in Human Resources Proven TWDC functional HR experience Proven consulting and/or change management experience Partner with Human Resources team and clients to execute against the people strategy in line with the business goals Actively contribute to the business strategy; providing HR expertise and challenge to the
management team Serve as HR advisor, coach and partner to the management team & employees (e.g. performance and attendance) and provide advice to resolve grievance and disciplinary issues
Support managers and employees in matters related to career development, staffing initiatives, employee relations, workplace ethics and performance management Influence and shape the change agenda, including organization and structural changes; identify obstacles and develop strategies to overcome them Develop strong working relationships
and work closely with all HR specialist functions to provide 'seamless' HR support and guidance to the business including: Staffing, Learning & Development, HRIS, LifeWorks, Compensation & Benefits Identify skills gaps through effective resource planning and provide up-skilling processes to bridge these gaps Lead and develop HR projects across
the business Contribute as a team member on broader HR projects across the business Proactively review on an ongoing basis all HR policies and processes; with a view to improve efficiency and effectiveness within legal framework Continually strive to provide 'best practice' HR advice and support, through information sharing internally and
external benchmarking Partner with Discovery's LifeWorks team to implement and develop programs and opportunities that enhance the reputation of Discovery as an employer of choice Work effectively with Human Resources, business colleagues and leadership team regarding recruitment, performance management, restructuring, coaching,
training and special projects Demonstrate professional presentation and conflict resolution skills Resolve employees within multiple departments Prepare deliverables and reports accurately within time deadlines Strong ethical standards and integrity Develop and support in the areas of training
recruiting and HR Generalist responsibilities Successful experience with professional presentation and conflict resolution skills Ability to react productively to change and hours, OSHA and related laws A minimum of 8-10 of experience as an
HR generalist required Serve as a trusted advisor to two direct reports to the global head of TIS: Head of RDO - Regional Deploy & Operate - Americas (who is also the Americas (who is also the Americas CIO) and the Head of Global Service Operations (GSO). Assist/advise with the subsequent recruitment, workforce planning and succession management Work with managers
and the Learning Team to develop learning and talent development plans to close key gaps for their area that align with the Companys learning and talent development plans Encourage and coach leaders to
have clear and straightforward conversations with people about their strengths, limitations, development needs and career aspirations Assist in internal projects to drive employee engagement across the business and respond to employee engagement across the business across the business and respond to employee engagement across the business acros
the ability to influence the management approach Understand and follow HR processes and work effectively with internal partners in Corporate HR, Shared Services and Centres of Excellence such as Compensation + Benefits. Builds and maintains influential relationships with business leaders and managers working closely with them to co-develop
solutions to meet their business needs Provides insight around people issues within the SL, and a challenging, robust point of view on business decisions and their impact upon people. Also, support the Service Delivery and Clearing HR Business Partner team through a coordinated implementation approach Assist mid-level leaders in
attracting/sourcing and retaining top talent, improving individual performance, and efficiently developing talent within the organization. This enables us to provide better advice and ideas to our clients, which in turn helps you to develop as an individual to achieve your potential and make a difference Participates as a member of the DCPI HR Team
client groups and leaders to identify and fulfill training needs Bachelor's degree in related area, or equivalent experience Ability to work effectively and sensitively with a sense of calm Ability to travel to Glendale, CA and other areas as needed, and ability to work flexible
hours Experience in game industry or studio based environment a plus Partner with organizational leadership to align human resources strategy with business objectives Serve as a trusted advisor by building strong relationships with client senior leadership Implement HR best practices for business efficiency and profitability Analyze trends and
metrics in partnership with the HR group to develop solutions, programs and policies Design, deliver and facilitate training programs specific to a variety of topics implementation Work closely with management and employees to improve
work relationships, build morale and employee engagement, and increase productivity and retention Provide guidance and input on business unit restructures, workforce planning, professional development and succession planning Maintain subject matter expertise in all operational and tactical areas of HR including employment law, FLSA
classifications, leave management, HR technology, benefits management and compensation Proactively manage employee relations issues while coaching and developing management to develop effective strategies for conflict resolution All other duties assigned by supervisor/manager Hard working, detail-oriented, and committed to producing great
end results Strong organizational skills with attention to detail Ability to interact professionally with a diverse group, executive, and managers Ability to prioritize work and manage time in a deadline-driven environment Must be both
self-directed and a team player with a professional demeanor Ability to engage in multiple initiatives simultaneously with follow-through on issues in a timely manner Ability to lead in a matrix environment across multiple lines of
business and geographies Minimum 8 years of progressive senior level HR Generalist experience or prior HR Business Partner roles strongly preferred Experience in Workday HRIS preferred Supports leaders in the development and delivery of the local people plan in order to enable the achievement of the Business
Strategy Is a member of the leadership team, and business partner to the most senior member of that team Continually challenges the business, instigating and leading transformation projects that improve organisation, team and individual effectiveness including organisation capability & talent management
Provides coaching to the business area leadership team, and ensures all leaders & people managers are equipped to drive employee engagement Strong analytical and problem-solving skills; high proficiency in managing data with the ability to manage multiple projects
simultaneously Advanced skills in Excel, Word, PowerPoint, Peoplesoft and other HR system Work closely with management in the implementation of corporate policies related to human resources, organizational and employee development at the business unit or division level Participate in company-wide programs and initiatives (e.g., compensation
review, workforce planning and organizational change) Viewed as a strategic business group meetings Build and leverage relationships, informing and inspiring others while being viewed as a valued and credible partner Focus on the development of top talent Lead formal talent
assessments, calibration of talent and establish succession plans for all leadership positions Drive the talent initiatives of a performance driven culture Provide HR guidance and partnership to the field team on counseling, coaching, training and development, performance management, employee relations, reward/recognition, managing organizational
change, compensation, leadership and communications Ensure consistency in the execution of Company policies and procedures Work strategically with Field leaders to ensure Disney Store's objectives are being achieved, redirecting as necessary while providing HR counsel Act as a Company advocate, while ensuring that employees are being
supported and represented in a fair and consistent manner Lead assessment of human capital needs and participates in recommending requirements for new or improved business initiatives, HR policies, processes and programs Partner with leadership in the areas of Resolving human resource administration and employee relations issues, including
interpreting employment law Conduct final interviews; May conduct termination of employee separations Conduct and report findings and recommend action to be taken on complex claims of harassment and misconduct Participate in the delivery and
improvement of HR services to help assigned client groups to effectively leverage their human resources and successfully achieve the client's business goals and objectives Typically has 3 to 5 years of experience in human resources or related field Has in-depth knowledge of / skills in the content areas of HR problem solving and coaching Federal,
state, and local employment laws in various states in the Southeast and Puerto Rico Experience in a flagship or multi store retail environment Strong interpret detailed analysis, and recommend on staffing levels, salaries and people
related budget items Provide input on organizational restructuring, staffing, leadership assessments or other key HR business initiatives A minimum of 10 or more years of related work experience Society for Human Resource Certification (SHRM) or Myers Briggs Type Indicator (MBTI) certification beneficial Master degree in business
administration, HR management, or related field 8 - 10 years' experience in Human Resources Effective team player, both in functional area and with business stakeholders Minimum of 3+ years human resources generalist experience in progressively responsible roles supporting executive level employees Experience and exposure to a variety of HR
facets including organization development, employee relations, talent acquisition, learning & development and complementation Experience working as a trusted advisor Excellent consulting and conflict management skills Strong use of judgment to identify and anticipate client needs and make recommendations for implementation Advanced computer
skills including proficiency with Microsoft Word, Excel, Powerpoint Ability to function independently with minimal supervision Basic knowledge and application of federal and state employment laws Experience directly supporting Clients in an HRBP capacity Experience supporting Media or Production environments Bachelor's degree from an
accredited college in Human Resources, Business Administration or related field or combination equivalent work experience Represents the interests of designated business groups to the Global HR group Co-ordinates and works with other geographical HR Business Partners to ensure consistency of process and policy application Successfully
working at part of the HR model, in full partnership with COEs and HRSS, responsible for providing a comprehensive HR service and delivery of local HR strategy Facilitates organisational change, advising on department structures, job descriptions, systems, processes, manpower/succession plans which align to overall corporate objectives Act as
Expert and primary contact for the Local Employee Representative bodies Advanced relationship management and consulting skills Advanced presentation, written and verbal communication skills Ability to lead and facilitate
critical discussions (e.g. leadership performance calibration, leadership performance calibration, leadership talent roundtable) Strong diagnosis skills followed by good ability to evaluate options/recommendations for solutions to complex and multi-dimensional problems/issues Strong technical skills including: Microsoft Excel, PowerPoint, Word Work
with Area Tax Talent Leader and Regional Talent Leader to determine Tax Talent priorities and a plan to execute on priorities Collaborate with Centers of Excellence (e.g. Regional D&I, Regional D&I,
engagement and an exceptional EY experience (including engagement surveys, associated communication and action planning) Coordinate the ASEAN element of selected Talent projects and processes, such as performance reviews and mobility programs Collaborate with Finance teams, and consult with the ASEAN Tax business on business
planning, including FTE, Partner, promotion planning etc Provide relevant HR data and updates on projects to the ASEAN Talent and the Service Line leaders Respond to complex and urgent Talent queries pertaining to key stakeholder groups Prepare reports and presentations as requested Provide input and develop communications targeted for
employees Graduate qualifications (essential) Experience in HR business partnering in strategy/ consulting industry is highly preferred, however we also encourage strong people developers who have worked and led teams within the professional services setting to consider this as a career broadening opportunity Demonstrated ability to build
effective working relationships with leadership and peers Strong Financial acumen, with experience of forecasting / cost benefit / ROI analysis Project Management - in a distributed context (working across organizational and geographic boundaries) Led and worked with multi-cultural teams in ASEAN Skills in coaching and consulting an advantage
Experience in working in a matrix environment, with demonstrated flexibility to adjust to multiple demands, shifting priorities, ambiguity and rapid change Provide excellent front line HR BP support across the global business Work closely with the Head of HR in initiation, implementation and subsequent strategic handling of diverse projects
including annual pay review and benchmarking exercises Support the recruitment process including interviewing senior candidates HR Manager / Business Partner experience ideally within a Technology or Financial Services organisation's commercial
objectives into HR policies Commitment to providing excellent customer service The ability to use own initiative effectively, when appropriate Excellent interpersonal, negotiation and
diplomatic skills Strong commercial thinking Good analytical skills and the ability to think quickly and problem-solve in real-time Outstanding organisation with many stakeholders Providing advice to directors and managers on all aspects of employee relations for specific business areas Dealing with
disciplinary, grievance, and redundancy matters Dealing with paternity and maternity leave requests and the associated documentation Recruitment for various business areas and screening CVs as necessary Preparing contracts of employment as well as the associated documentation Recruitment for various business areas and screening CVs as necessary Preparing contracts of employment as well as the associated administration Checking and providing input to weekly reports Staying up to date
with all company HR documentation and iniatives Being aware of employment law changes Advise on company policies Significant HR Generalist experience preferred Independent self-starter Experience of HR Recruitment systems preferred Independent self-starter Experience Independent self-starter Experience Independent self-starter Independent sel
organisations commercial objectives into HR policies The ability to use initiative effectively, when appropriate Ability to work well under pressure and perform comfortably in high stress environments Good analytical skills and the ability to think quickly and problem solve in real time Ability to manoeuvre in an organisation with many stake holders
Partner with HR community in recruiting, development, employee relations and compensation to develop and implement specific programs Oversee compensation programs, including the annual incentive process, to drive performance and ensure meritocracy 7-10 years of relative experience and a proven ability to provide strategic HR consulting
Strong consulting, influencing and negotiation skills on all HR disciplines including recruitment, talent, leadership development, performance management, organizational design, compensation, risk and diversity Strong risk and control mindset Consult with Tax Talent Team and Africa Recruitment Leader on resourcing plan for Tax Service Line
Obtain approval of resourcing plans Understand recruiting demands and skills profiles within Tax and Tax sub service lines Review job specifications and obtain sign off Draft and approve job adverts Use creative and innovative sourcing methods to acquire suitable candidates including but not limited to employee referrals, social networking sites
(e.g. LinkedIn), alumni, transfers and agencies Convert leads, screen applications and short-list candidates for Hiring Manager consideration Manage candidates through the entire interview and hiring process (up to and including assessing candidates through the entire interview and hiring process (up to and including assessing candidates through the entire interview and hiring process (up to and including assessing candidates for Hiring Manager consideration Manager considerations for current open positions, negotiating offers and initiating onboarding for new hires)
Provide regular updates to hiring manager, talent and recruitment leaders and other stakeholders as may be appropriate on pipeline development and candidate progress Develop and maintain relationships with Business Unit and Service Line hiring managers and HR leaders Participate in workforce planning sessions and ongoing ad-hoc feedback
meetings with hiring managers Execute on processes to implement hiring plans based on business and recruiting leadership to develop implementation plans for sourcing and recruiting leaders Participate with hiring managers and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting leadership to develop implementation plans for sourcing and recruiting and recruiting leadership to develop implementation plans for sourcing and recruiting and recruiting and 
Responsible for inclusiveness sourcing efforts Attend inclusiveness events and conferences to develop and foster relationships with diverse professional organizations for pipeline. Challenges and influences the business to ensure the most appropriate course of action Ensures that the sub-Area strategic people imperatives are met within their service
lines where appropriate Proactively manages, oversees and inputs to the key people processes for their business area (e.g. performance management, salary review) Strong HR technical skills that have been honed and proven through practical application Ability to cope with a role that involves the transactional and operational as well as bigger
picture thinking Experience of working within a fast paced environment where quality delivery and client service is key Ability to be resilient, practical and a self starter, comfortable with working on own and with teams Strong Excel skills ideal CIPD qualified. Coordinating the Executive personal files access and amendment arrangements Managements Managements.
 executive reward strategy by ensuring adherence to Career Path Framework for executive roles, including job evaluation and appropriate benchmarking Review and Manage Executive Reward Policy in line with our various markets Contribute to the
business and people strategies Provide expert reward input as required by HR divisional colleagues to ensure that the businesses are supported in a proactive and policies including, but not limited to, annual and ad-hoc salary reviews, benefits, incentive schemes, salary survey
benchmarking processes and recognition Manage and oversee the implementation and ongoing maintenance of the Career Path Framework encompassing job evaluate options and make recommendations as appropriate to help ensure that BBC policies
reflect best practice Work closely with BBC People colleagues to ensure that reward tools, policies and processes are aligned, enhance employee engagement and ultimately improve performance Manage reward suppliers to ensure that their service levels are appropriate to the needs of the organisation. Uses extensive business or function knowledges are aligned, enhance employee engagement and ultimately improve performance Manage reward suppliers to ensure that their service levels are appropriate to the needs of the organisation.
to drive the execution of a wide spectrum of Human Resource (HR) programs Proactively engages in strategic business to support the implementation of HR programs and processes Contributes to the development of the change management strategy within the business to support the implementation
of HR programs and initiatives Manages HR programs within the business or function. Challenges employees to question assumptions & think through problems Strong customer service orientation, professionalism, phone manner Exceptional interviewing and active listening skills; hears what's said & what's not Clear, organized and complete
documentation Able to quickly review a situation and opinions from a variety of sources Uses insight gained to develop & recommend potential actions and coach employees 5 years of relative experienceand a proven ability to provide strategic HR consulting Bachelor's degree preferred or
related experience Exceptional judgment, demonstrated ability to make sound decisions and be creative in developing alternative solutions in a fast paced environment Help guide managers through difficult performance improvement plans,
navigating through the termination process; reductions in force and adverse impact analysis 5 years experience as an HR Generalist or HR Business Partner; Contact Center experience as an HR Generalist or HR Business setting; goal
setting, performance assessment and improvement, compensation practices, talent review and talent management, workforce planning, attendance and appropriately balances the two People strategy, diversity planning, performance assessment and
improvement Employee relations, HR policy, and other HR matters Drive projects and assignments that would be leveraged across the CB & CWM HR team Create / run reports and analyze data to be used by HR and management team and measure key people metrics, aligned with business goals to drive progress 5 years HR experience (some HR
Financial Services experience preferred) Excellent judgment and demonstrated ability to make sound decisions and be creative in development, compensation, recruiting to develop and implement specific HR programs aligned
to business strategy. Serve as a sounding board and confidante during difficult interactions and business situations Experience as an HR Business strategy, product, marketing, finance, operations, etc Knowledge of full range of people practices in a business setting; goa
setting, performance assessment and improvement, compensation practices, talent review and talent management, workforce planning, attendance and leave practices, reductions in force Technically proficient in MS Office Suite - including advanced spreadsheets, databases, Powerpoint and exposure to other technology systems Able to translate
business strategies/priorities/goals into people strategies/priorities/goals Able to quickly size up a complex people/business situation, sort through the facts, develop alternatives and make sound recommendations. Provide expertise in the areas of leadership and executive team development, organization and cast effectiveness, and meeting
design/facilitation with a bias toward building client capability Assesses human capital needs and articulates requirements to create new or improved business initiatives and special projects across the client groups. The license may not give you all of the
permissions necessary for your intended use. Collaborates on design of enterprise-wide programs and initiatives by providing an organization-specific perspective Coaches senior leadership within the business or function on issues that impact HR. Pre-screened all resumes prior to sending them to corporate hiring managers for consideration. Stronger
career in advising on staffing, onboarding, developing, motivating, retaining, and organizing resources What can make your HR Business Partner resume stand out: A strong summary that demonstrates your skills, experience and background in human resource management: HR expert with over 2 decades of experience in a variety of HR disciplines
Including Organizational Development, Employee Relations, and Payroll. Define best approach and methods for solving complex problems, promoting the culture of Diversity & Inclusion HR Director Global Village Consulting, Jaipur | 2013 - 2017Administered benefit programs, updating from manual to online open enrollments. Able to build this skill
in others Experienced with leading others through change, utilizing transparent communication strategies Demonstrated ability to influence executives and senior leaders; able gain their consensus and strong commitment for action Promotes partnership by fostering a shared purpose, trust and teamwork across teams, businesses, functions, regions
and levels Provide expert advice and coaching to senior leaders and management, or related field Significant knowledge of HR policies and processes (e.g., workforce planning and talent management) RNEA regional candidates are encouraged to apply LI-JZ1 Master's
degree in HR or Business Ability to handle change and ambiguity well Ability to meet deadlines while managing multiple projects A strong passion for an active lifestyle Partnering with business groups to establish an effective HR management process, providing expert advice and guidance on HR policies and procedures To ensure accurate and timely
recording of HR data (e.g. Headcount reporting and out-looking, maintaining Management Information trackers, Supporting the business with bid responses, Management Development Process and compiling reports as required To lead / support HR projects and general activities as required supporting process alignment, simplification and workflow
 improvement Work closely with HR colleagues across Europe to ensure effective HR management of employees based in country Guide and motivate managers to allow them to effectively manage their teams Deal with individual and ad-hoc HR related queries Well developed HR knowledge and expertise gained in an operational HR role supporting
line and senior managers, ideally with experience in a busy head office environment or large multi national Good knowledge of Swedish employment law, preferably collective agreement IT & Telekom Experience of MBL Excellent communication and interpersonal skills, able to build and develop good working relationships with line managers, senior
management and within the HR Team The ability to work effectively in a fast-moving, multi-tasking and multi-cultural environment Computer literate, with a good understanding of Microsoft Excel, Word, PowerPoint, Outlook and Access. The position will report directly into a Director, HR Business Partner The role is critical to IAS HR's ability to
successfully meet the strategic and tactical needs of the business and execute on the HR strategy and supports the day-to-day operating processes, programs and activities of the Business Partner function provides day to day HR Generalist oversight while serving to improve the efficiency, productivity and strategic capabilities of HR strategy and supports the day-to-day operating processes, programs and activities of the business Partner function provides day to day HR Generalist oversight while serving to improve the efficiency, productivity and strategic capabilities of HR strategy and supports the day-to-day operating processes, programs and activities of the business Partner function provides day to day HR Generalist oversight while serving to improve the efficiency, productivity and strategic capabilities of HR strategy and supports the day-to-day operating processes, programs and execute on the HR strategy and supports the day-to-day operating processes.
to deliver business focused solutions that support for standing HR routines including but, not limited to quarterly performance management
reviews and the year-end calibration and compensation decisioning process for assigned client group Collaborates with HRBP leader and COE partners to recommend HR solutions and process improvements required to support business area strategic objectives Partners with appropriate COE partners in Employee Relations & Legal on employee
relations and performance management issues Works closely with the Talent Management COE to develop and implement solutions Works closely with the business and Talent Acquisition to meet hiring targets and support
the launch and continued development of the AADP program 2 or more years of HR Generalist experience PHR or SPHR designation a plus Experence within a Financial Services institution Participate in the planning and execution of change management programs Lead and/or participate in process improvements efforts Analyze information, develop
recommendations, and build presentations Lead and/or participate on presentations to clients Project management experience or skills Resourceful Self-directed/works well independently Works collaboratively Exhibits professionalism Assist with the major Organizational Development and Workforce insights initiatives for HR - Talent Planning
Employee Engagement action plan implementation, Performance Management, and HR Analytics Research Projects involving team development (coordination of off-site team-building programs, researching development internal and external
programs for recommendation, etc.) Act as the Project Lead under the guidance of Senior HR Manager for key initiatives Perform other related duties as assigned or requested Currently pursuing a Master's degree at an accredited institution in HR, OD or a related field Must have previous experience in HR/ Organizational development Must have
strong analytical skills - ability to research and consolidate information to draw conclusions/ tell a story Previous HR internship experience Passion for the Disney brand University, working toward a degree, will be considered for this opportunity Majored Within the field of: Business
Administration, HR Management and Business Management with a minor/emphasis in HR, and/or any other relevant majors or coursework Responsible for building relationships with executive leaders to implement strategies that meet the development objectives of Facebook Provide strategic business partnership to senior leaders: provide coaching
at all levels of the organization, focus on performance management, leadership development, and conflict management Serve as primary contact for client groups to assist employees in resolving issues and grievances Partner with EMEA, LATAM, and APAC HR leaders as well as other cross-functional teams across L&D, Compensation, and Benefits on
communications and best practices Assess organization and team needs and make recommendations for appropriate solutions, including PERSONAL SPECIFICATIONS Minimum 6-8 years of proven experience in
managing the HR function of mid-sized organisation. Analyze processes, data, and trends to make recommendations and plans for continuous improvement. Partner with legal team as needed and/or required Minimum of 7 years of HR generalist experience is required Work closely with business unit leaders to assess in-house talent and create
strategy to identify and retain current talent as well as attract outside talent to the business; prepare exit strategy for non-performers Coach, mentor, and motivate team members and influence them to take positive action and accountability for their assigned work Strong organizational skills, ability to effectively disseminate information in a clear and
concise manner Partnering with assigned directorates to facilitate achievement of business objectives Provide pragmatic and consistent guidance and advice to employees and management on a broad range of human resources issues which is consistent guidance and advice to employees and management on a broad range of human resources issues which is consistent guidance and advice to employees and management on a broad range of human resources issues which is consistent guidance and advice to employees and management on a broad range of human resources issues which is consistent guidance and advice to employees and management on a broad range of human resources issues which is consistent guidance and advice to employees and management on a broad range of human resources issues which is consistent guidance and advice to employees and management on a broad range of human resources issues which is consistent guidance and advice to employees and management on a broad range of human resources issues which is consistent guidance and advice to employees and management on a broad range of human resources issues which is consistent guidance and advice to employees and management on a broad range of human resources issues which is consistent guidance and advice to employees and management of the properties of the properti
employee relations and employee legislation in line with HR best practice Management of compensation & benefit administration Effective management of absenteeism Ongoing review of policies and procedures and communication of changes in
policy Ensuring compliance with relevant statutory legislation and HR best practice Coach and support employees on all human resource issues Delivery of workshops to organisation e.g. Performance Management, Training and Development, Policies
and Procedures Support managers in performance management Partner and engage with HR colleagues to develop and implement specific HR plans. Establishes and maintains relationships with top management in order to drive the execution of HR programs Develops the change management strategy within the business to support the
implementation of HR programs and initiatives Represents the business or functional organization to the rest of the HR community. Broad knowledge of all functional areas of Human Resources Proven communications, presentation, & facilitation skills Thorough understanding of federal & state employment, labor, health & safety laws (OSHA)
Competent counseling, coaching & conflict resolution skills Advanced PC skills & experience with Human Resources Information Systems Familiarity with California state labor laws including, OT, CFRA, disability leaves Experience with Kronos and Taleo German language skills - written and verbal Describe the key competencies needed to support
the business and ensure the appropriate training and development is available to meet the business needs Knowledge of Romanian labor laws and legislation Project Management Skills Knowledge of Ericsson's Integrated Talent Management Suite LI-GN1 Provide local expertise in areas such as legislation, culture, employment practices and labour
market Provide advice, guidance, and coaching to management on all HR matters University degree in Business or related disciplines 3+ years of professional experience (ideally in support of Sales area) Demonstrated coaching/mentoring/leadership skills Results oriented, willing to identify and solve problems Working knowledge of Polish labor law
and practices Mobility (frequent travels required), driving license Providing leadership, coaching and day to day supervision to the HR Business Partner Team Manage complex employee and labour relations issues or problems, which require careful analysis and diagnosis. Research and document any state or federal agency complaints, and
coordinate response with legal counsel Training: Assist field leadership in evaluating Human Resource training workshops and seminars as needed Liaison Corporate Office / Field: Provide guidance to stores and District Managers in implementing and communicating personnel, compensation, and benefit policies and
procedures throughout the zone Act as liaison between field and corporate for training, benefits, labor, and employee relations needs. Review and provide feedback on Performance Development Plans. Involvement in advising and executing on reductions in force Liaise directly with employees and line managers regarding general HR gueries relating
to bank policy, procedures and HR initiatives Work with Senior HR Business Partners on HR processes, participate and/or projects aligned to key identified HR priorities Help drive and execute the people agenda including talent management, mobility, training and compensation 3-5 years HR experience in financial services
preferred Creative thinker and pragmatic problem solver who is able to develop succinct recommendations and implementation plans. Interpret and leverage resulting management information to help managers make better business decisions Work collaboratively with functional and global HR colleagues to ensure a coordinated and efficient HR
service for the business Strong understanding of employment legislation and HR best practices Working knowledge of principles of coaching and change management Excellent technical HR knowledge across the broad spectrum of the generalist HR remit (ie compensation, benefits, organisational development, people development, talent acquisition)
Comfortable with HR systems (preferably Peoplesoft) and good knowledge of Microsoft applications, especially Excel CIPD qualification preferred Ability to deliver difficult messages with tact and diplomacy Able to successfully work on a matrixed, global HR team Highly numerate with a demonstrated interest in data Works closely with one or more
parts of the Financial Services Organisation (FSO) UK business to ensure that the day to day HR/People agenda is effectively delivered and managed. Assists with developing skills and abilities through on-the-job training Minimum of 5-8 years of progressively responsible experience in a HR generalist capacity and 2-5 years consulting on HR matters
with managers Knowledge of change management project management Thorough knowledge of US labor laws Working knowledge of computer software programs, such as Word, Excel, Power Point, and employee database systems in a web-based environment. Processes pay changes in collaboration with HRIS team; prepares pay
adjustment communications for employees Facilitates new employee orientation and new supervisor training to ensure that employees receive critical information to help them acclimate and be successful in their new work environment and/or positions Partners with management and learning and development team to identify employee training and
development needs and facilitate and/or coordinate resources to enhance organizational learning Works with management to conduct talent management reviews and facilitates annual talent and succession planning process Provides coaching to leaders in support of performance management, employee relations, and human resources policy and
benefits administration issues. Reviewed job descriptions to ensure responsibilities are accurately and completely reflected Senior Human Resources ManagerSeekware Private Limited, Jaipur | 2009 - 2013 Addressed all employee harassment allegations, work complaints, and other concerns. Collaborates with APJ HR leadership and business
leadership to diagnose and identify interventions needed to improve organizational effectiveness for client group Supports the engagement of business leaders in D&I efforts by driving specific components of the D&I plan & ensures the integration of such activities into all standard HR processes and procedures Supports business leaders in
interpreting "Voice of Vmware" results, and collaborates with these leaders to develop plans to address employee feedback Is accountable for successful execution of organizational restructuring, in partnership with business leaders to develop plans to address HR.
programs and processes with accuracy and following the HR calendar. Escalates requests for exceptions to appropriate central HR centers of expertise and/or administrators; serves as the employee's primary point-of-contact managing cases to resolution Documents telephone, email, web-based or in-person inquiries, referrals, escalation and
resolution using a case management system. Recommends new approaches, policies, and procedures to effect continual improvements in efficiency of department and services performed Supports organization structure changes, workforce planning efforts, and headcount compliance. The regional agenda includes active talent management, employee
engagement and training programs, in line with the overall global IT strategy Build strong relationships within the global TIS HR and Americas IT HR Teams and our SMEs to ensure strong communication, collaboration and team cohesiveness to successfully drive and execute our HR strategy Partner with all global and regional HRBPs, SMEs, inside
and outside of TIS to continue to build the HR community and culture Enable regional and global management to execute on the bank wide human capital strategy by providing counsel and driving all facets of the employee life cycle including: recruitment, performance management, career development and mobility, growing your own talent,
promotions, rewards and recognition and employee engagement programs Partner with the business in managing the year-end compensation process. Partnering ensure new or changed HR products, services, processes or policies are communicated, planned and implemented effectively Lead on the implementation of key activities relating to HR and
Business Priorities Provide coaching and support to people leaders on various initiatives and change programmes and day to day requirements Provide second line advice and support regarding complex employee relations matters to People Leaders. Is a team player and positive net promoter of forward thinking on the team Understands the
importance of identifying key stakeholders and working across business channels to resolve issues or implement new processes Leads in the development and planning of problems, creation of trusting relationships, action plan fulfillment, etc Partners with business in
development of departmental business plans and supports successful, efficient implementation of these plans Organizes, plans, and monitors multiple activities, people, and/or resource Manages complex initiatives/projects and/or team, delivering focused service such as the Target Operating Model, work related to building out the Center of
Excellence org within the NCC, completing the NCC New Hire Redesign Training, Building out a NCC Campus Program, reestablishing a Series 7 licensing program, etc Management of multiple priorities that can require business continuity efforts across the broader organization Individual will support the NCC team located primarily in Charlotte
N.C., Denver, Colorado, and Lewisville, TX The organization represents approximately 980+ employees Location: Charlotte/Ballantyne Travel: Up to 25% Minimum of 6 years of general management experience in human resources or related functions, e.g., employee relations, compensation, staffing, generalist responsibilities, benefit administration,
information systems, training and development, etc Professional experience in influencing the business strategy and shaping HR strategic direction Experience supporting a call center a plus Previous management experience overseeing and
developing a team of professionals a plus Proven organizations, of similar pedigree as VMware Full time MBA in
HR from a Tier 1/Tier 2 institute Strong experience in developing or delivering against HR strategy Strong experience of managing clients remotely Solid background in at least one specialist HR function: C&B, Learning &
Development, Organization Development, Workforce Planning, Staffing, or HR Operations Solid planning and organizational skills with sound technical skills, analytical abilities, and good judgment Well balanced, well-organized, self-directed, team player Intelligent and intellectually curious Fully comfortable in a fast-paced, high growth, multi-
cultural, and global organization with demonstrated track record in this type of environment Act as the key point of contact for particular client groups Partner with senior leaders to optimize the business by determining a
talent strategy including people, work, location, and organizational structure Analyze exit interview and other data and provide recommendations to improve employees regarding performance issues. Look for increases in employee retention, decreases in recruitment time, cost savings on training
programs, and improvement in employee satisfaction scores. Identifies local workforce issues and recommends strategies and interventions project-related and general support to the ERL Head of Operations in the areas of communication, event organization, document processing, etc Supports the effective implementation and execution of
key business and human resources initiatives. Provide support in managing the talent assessment process for the business, as needed. Thrives in fast-paced and ambiguous environment with changing priorities Ability to
build strong relationships and a productive network within HR. This includes identifying patterns or connections between situations that are not obviously related as well as identifying key items Results Oriented: Responsibility for timeliness, commitment to task and adherence to performance standards. Recommend changes to policies, researches
best practices and drafts policies for review, communicates and trains regarding policy changes Provides high-level employee relations counselling and support to both managers and trains regarding policy changes provides managers and non-managers and support to both managers and trains regarding policy changes provides managers and support to both managers and s
and others through legally, sound-performance management and corrective action process Works with Employment-related investigations in a timely and professional manner Prepares job descriptions in conjunction with
department management. Plays an active part in the compensation benchmarking process in partnership with the HR compensation awards Partners
with Recruitment and client departments to ensure talent strategy alignment and execution of workforce plans. A post graduate qualification in a Business or Human Relations discipline is desirable At EY our inclusive work environment means that everyone's opinion is valued. Leads business- or function-wide solutions that impact multiple business
units and/or countries Typically partners with Vice President (VP) level business manager Excellent program management and process development skills. Working knowledge of multiple disciplines within HR as well as general business accumen is required Experience operating in an environment that stresses both individual accountability and team-
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based performance is critical. Challenges clients to question assumptions & think through problems Exhibits sound judgment in approach & outcomes. Manage local market against corporate reward policy Build a strong people vision for team India and create strong people vision for team India and create strong cross-functional partnerships to deliver on that vision Partner with the leadership to deliver on that vision Partner with the leadership to deliver on that vision Partner with the leadership to deliver on that vision Partner with the leadership to deliver on that vision Partner with the leadership to deliver on that vision Partner with the leadership to deliver on that vision Partner with the leadership to deliver on that vision Partner with the leadership to deliver on that vision Partner with the leadership to deliver on that vision Partner with the leadership to deliver on that vision Partner with the leadership to deliver on the partner with the leadership to deliver with the leadership to deliver with the leade
team and develop a solid understanding of the business environment. This is likely to include analyzing both qualitative and/or quantitative data and drawing insightful conclusions based on regional nuances/business demands Work with the specialist teams to translate business aligned HR initiatives into tangible deliverables/actions Provide creative
and pragmatic advice/guidance to business heads and management teams to effectively manage and resolve human capital issues (org changes, future skill requirements, succession plans, talent, change management and integration initiatives and plans etc) whilst ensuring all actions conform to regulatory/ legislative requirements best practice and
corporate policies Partner with the business to deliver MIS data that measures the effectiveness of the regional People Agenda. Thorough understanding of the business and its drivers Building relationships and leveraging strong collaboration skills across business partners and HR peers Operating within a matrix organization Provides proactive HR
consultation on talent management matters impacting assigned business groups Takes a proactive approach with business groups to anticipate, assess, and provide HR solutions Provides timely and effective advice on HR-related matters to employees, managers, directors and leadership Acts as a change agent in supporting integration efforts and
driving cultural change Partners with the Talent Acquisition team to lead the staffing and recruitment activities for their business groups Provides counsel and direction to employees and managers in order to address employment-related matters Serves as consultant to employees and managers on a wide variety of issues such as training needs, poor
performance, policy interpretations, career development, and other issues impacting productivity and/or morale Provides leadership in the implementation and administration of HR policies and procedures and their dissemination through various employees communications.
policies works with HR centers of expertise as needed Supports the development, and career development, and career development, management initiatives and programs, including performance management to
advise and help support business plans and growth in the region Experience with acquisitions, divestitures, off shoring, site closings, and business consolidations Excellent consulting, influencing and negotiation skills Good knowledge of the legal framework & practical application of employee relations concerns and mitigating risks Critical thinking
skills Ability to determine when to escalate an issue, within the appropriate management chain, in order to resolve an issue Solid understanding of business P&L 8+ years of working experience within the appropriate management skills and knowledge Leadership
experience with small teams (2-5 people) Great command of English both written and spoken Superior influencing skills Commercially astute and high level of business acumen Strong analytical ability Effective relationship builder with good influencing skills, across a range of diverse stakeholders Self-confident, with high integrity,
willing to challenge appropriately Resilient, able to deal with organisational complexity and operate at pace Strong team player, works collaboratively to deliver results Sound judgement, able to read situations and apply discretion and clear thought to resolve them University degree or equivalent HR educational qualification Experience of partnering
infrastructure or professional client populations in a complex matrixed organisation To HR Business Partner senior business units (approx. Targeted job description Consult with line management and provide daily HR guidanceAnalyze trends and metrics with the HR
departmentResolve complex employee relations issues and address grievancesWork closely with management and employees to improve work relationships, build morale and increase productivity and retentionRelated academic background MBA (Human Resources) | UPES | 2000 B.Com | University Of Delhi | 1997 Sample Resume of HR Business
Partner in Text FormatShilpa Arya HR Business Partner 978685555884 | shilparya@gmail.com | SUMMARYHR expert with over 2 decades of experience in a variety of HR disciplines Including Organizational Development, Employee Relations, and Payroll. Ideally CIPD qualified Good communication, interpersonal and collaboration skills and the
ability to develop and maintain excellent working relationships within the HR team and the rest of the business Experience of effective challenging and influencing/coaching at manager level Experience of delivering HR strategy in line with business needs, and of playing a significant role in organisational change Experience of working in a unionised
environment Team player, commercially focused and abile to manage their own time and workload, and juggle conflicting priorities Minimum of 10 years' of demonstrated progressive and strategic HR experience in multiple HR disciplines High level Organization and progressive and strategic HR experience in multiple HR disciplines High level Organization and progressive and strategic HR experience in multiple HR disciplines High level Organization and progressive and strategic HR experience in multiple HR disciplines High level Organization and progressive and strategic HR experience in multiple HR disciplines High level Organization and progressive and strategic HR experience in multiple HR disciplines High level Organization and progressive and strategic HR experience in multiple HR disciplines High level Organization and progressive and strategic HR experience in multiple HR disciplines High level Organization and progressive and strategic HR experience in multiple HR disciplines High level Organization and progressive and strategic HR experience in multiple HR disciplines High level Organization and progressive and strategic HR experience in multiple HR disciplines High level Organization and progressive and strategic HR experience in multiple HR disciplines High level Organization and progressive and prog
Experience working with the business and business strategy and translating it into Human Capital deliverables Participate and lead global and regional contact/coordinator person for rolling out people initiatives across Asia. Human Resources Manager Serving
Skill, Jaipur | 2003 - 2009 HR Coordinator Quikruit Consulting, Jaipur | 2000 - 2003 EDUCATION MBA (Human Resources) | UPES 2000 B.Com | University Of Delhi 1997 SKILLS Employee Engagement Organizational Development Stakeholder
Management Payroll ProcessingHR Policies & Procedures HR Program/Project Management ASSOCIATIONS Member | HR Association India 2022 - Present User our content suggestion engine or upload your LinkedIn profile to create a brand new CV within minutes. This includes the scoping, preparation and full consultation process Support the
delivery of change programmes within Commercial, Corporate Affairs and HR Facilitate management and team off sites Train managers in all aspects of HR and leadership Strong working knowledge of employment law including TUPE Interest in news and current affairs Train the Trainer is desirable A coaching qualification is desirable Personable
and able to build positive stakeholder relationships at a senior level to enable collaboration Able to work in a changing business environment Detail conscious Business acumen and wanting to understand our business environment Detail conscious Business acumen and wanting to understand our business environment Detail conscious Business acumen and wanting to understand our business environment Detail conscious Business acumen and wanting to understand our business challenges Foster a "performance and results-oriented" culture through effective coaching and implementation of the performance
management process and tools Oversee the planning and implementation of business capability improvement initiatives (e.g. internships) Provide coaching and counsel to business leadership teams on a broad array of HR and employee
relations issues based on an understanding of the business strategy, industry practices and labor market considerations. Proficiency to diagnose organizational issues and prescribe effective solutions Expertise in leading and managing education and
learning initiatives Diagnose, develop and lead local HR strategy to support the long range plan (LRP) of the Dubai business Active member of the Regional Management Team Develop, timely, pragmatic and robust solutions to HR issues in conjunction with the business, CEEMEA HR Team, and HR Specialists Developing and maintaining productive
and meaningful relationships with leadership team members, Heads of department, managers and key stakeholders in the function through regular meetings etc Overall accountability for hiring, measuring and managing engagement, attrition etc. Financial Services experience preferred. Coordinate recruitment and selection with Talent Acquisition
and the business Support the HR Business Partner team in implementing Mid-Year and Year-End employee performance evaluation processes and Talent Assessment Reviews in the business Partner team in implementing Mid-Year and Year-End employee performance evaluation processes and Talent Assessment Reviews in the business Partner team in implementing Mid-Year and Year-End employee performance evaluation processes and Talent Assessment Reviews in the business Partner team in implementing Mid-Year and Year-End employee performance evaluation processes and Talent Assessment Reviews in the business Partner team in implementing Mid-Year and Year-End employee performance evaluation processes and Talent Assessment Reviews in the business Partner team in implementing Mid-Year and Year-End employee performance evaluation processes and Talent Assessment Partner team in implementing Mid-Year and Year-End employee performance evaluation processes and Talent Assessment Partner team in implementing Mid-Year and Year-End employee performance evaluation processes and Talent Assessment Partner team in implementing Mid-Year and Year-End employee performance evaluation processes and Talent Assessment Partner team in implementation processes and Talent Assessment Partner team in implementation processes and Talent Assessment Partner team in implementation processes and Talent Partner team in implementation processes and Tal
corporate HR and division managers to drive the salary administration process for the business unit Works closely with the compensation team on preliminary compensation team on preliminary compensation analysis for promotions and job leveling including job description creation/updates Works with the HR team to create and deploy corporate and retail programs and deliver
training to business units Provides an advocacy/consulting role for employees experiencing problems/issues that impact their job performance Collaborates with business managers on analysis and roll-out of employee survey results including follow-up on identifying and addressing survey issues. Uses available reporting capabilities and analytics to
drive service improvement Collaborates with district (e.g., district management and store leadership) teams to provide integrated, strategic and customer focused HR business solutions. Collaborates with appropriate internal program leaders, addresses client concerns proactively, and ensures business compliance with HR programs Supports the
HRD in the delivery of OD related interventions and activities including Manage and/or influence a team of HR business partners who cover Treasury Services Provide sound Employee Relations advising managers 10+ years of overall Human
Resources leadership experience preferred or similarly transferrable business experience Proven ability to effectively create and implement strategy across a number of businesses and stakeholders Exceptional communication and influencing skills Managing multiple priorities concurrently while properly prioritizing Proven ability to work
collaboratively, develop and leverage strong, positive working relationships, in a highly matrixed organization Balancing speed of thought and execution with precision and excellence in all operations Operating with a sense of urgency and responsiveness Grounding arguments and building business cases on the merits of thought and objective
analytics Must have prior program and project management experience in Excel, Word, and knowledge of PowerPoint, and HR systems, such as EPM, is preferred Experience with senior client groups is required Lead
and drive projects together with the HRBP team and aligned HR partners, example topics include diversity and engagement, workforce planning, leadership and talent development Assume a role as a key advisor to the region/business Contribute to
the achievement of financial results, secure cost and efficiency savings Manage active relationships with the global, regional and local HR teams and ensure the effectiveness of the HR solutions and services provided to the business, assessing risk within areas
of responsibility, including the impact on financial planning Manages the Aol integration process Ensures legal compliance associated with transfer and integration to navigate through the change journey, e.g. growth, restructuring, integration, etc
Implements global HR processes at the local level (annual and mid year performance and compensation reviews, career development, succession, etc.) Assists with the implementation of global HR strategy localised to speak to business goals Serves as the primary HR contact for management and employees linking closely with the international HR
team and US HR colleagues Supports the implementation of strategies to improve individual and organizational performance Provides group and performance management Provide advice on performance and related issues Implements
key processes and capabilities to support business unit learning and growth agenda Bachelor degree: Business Administration, Psychology or other related degrees Generalist HR experience in areas like Talent Management, Organizational Development and Design, HR Strategic Planning, Performance Management Broad knowledge of employment
law Coaching and Mentoring experience Generalist HR Activities: Providing HR support to the business on a day-to-day basis. You will contribute business perspective and client requirements to the development of the annual HR Plan, which is formed in partnership with the HR Director Implement key HR operational programs and plans to support
the Company's strategic objectives (e.g. onboarding/orientation, goal and performance management, talent review, total rewards, employee engagement, talent review, tale
Conduct confidential internal HR related investigations as needed Ensure comprehensive development and succession plans are in place for key positions. Provide HR consultancy support to clients at all levels - supporting management teams to improve the capability of the organisation, drive growth and reduce cost through implementation of
effective people management strategies Support the delivery of effective and efficient Employee Services through a detailed understanding of HR Operations, guiding clients on what we offer and connecting them with internal subject matter experts to assist with specific situations as necessary Effectively manage ER issues (disciplinaries, grievances
employee litigation, redundancy, staff terminations) using sound judgment in resolving problems, advising and suggesting alternative courses of action where appropriate talent is sourced to meet business needs within an
increasingly competitive market Assist in the effective and timely implementation of HR processes across the business areas; to include annual promotion processes; annual talent practices, including performance management, talent review, succession planning, promotions and development; and the annual performance review and compensation
processes Ensure the effective implementation of business-driven HR policies, whilst ensuring compliance with all appropriate local laws and regulations Participate in any cross-divisional HR projects and the design and implementation of new HR policies and practices are the primary interface with the Employee Services team for issues and
inquiries which relate to assigned groups Experience working across all HR disciplines Ability to execute firm-wide initiatives with excellence in a fast paced, global corporate environment; commitment to innovation and continuous improvement Demonstrable skill and understanding of HR delivery within complex financial services firms, preferably
from an organisation with a significant US presence Proven experience of influencing senior managers and heads of businesses, preferably in financial services organisations Demonstrated ability to work effectively in a highly matrixed, global environment Comprehensive ER expertise and knowledge of UK Employment Law Ability to manipulate HR
data / reporting information, with experience analysing and presenting findings and reports back to the business as well as tracking and disseminating key HR data Educated to at least undergraduate standard Proficiency with Microsoft Office, especially Word, Excel and PowerPoint Proven HR Generalist experience in a global company, preferably in
the financial services, asset management or investment banking industry with a heavy emphasis on Employee Relations and Talent Practice Execution Familiar with HR reporting with experience analyzing and presenting findings and reports back to the business as well as tracking and disseminating key HR data Experience managing a variety of
employee relations issues across geographies Proficiency with Windows applications required; proficiency with HR systems including SuccessFactors and Oracle preferred Strong client relationship management and consulting Demonstrates and models highly effective leadership and influencing skills Comfortable 'owning' the details and driving
execution as well as mapping out broader talent strategies People strategy, diversity planning, performance assessment and improvement, ralent management, workforce planning, compensation, change management, productivity improvement, ralent management, ralent managemen
current and future needs of the business and develop/lead HR strategies, priorities, plans and interventions to ensure successful results Coach senior leaders to help them strengthen their people leadership skills. Highlighting Measurable Impact: Strong resumes show results with specifics. Understands when to escalate Able to negotiate with
employees to gain their consensus and strong commitment for action Provide insight to employees, assess issues/potential risks and recommend action to reach balanced solutions. Partners with Attorney Personnel and International Services to develop office-specific policies through thorough understanding of firm practices and local labor law Helps
to mentor and oversee HR Assistant(s) to provide strategies, succession planning and development, retention strategies, succession planning and development related claims Proactively identify the need for employee learning and development.
employees to thrive in the unique and lively culture that we foster Experience working with and influencing executive and management, change management, and related strategies. Lead the wellness agenda in rolling out creative programs in country Drive the
importance of diversity in all aspects of the HR agenda from recruitment through to retention Ad hoc duties related to HR on a daily basis as required Minimum 2-10 years of broad HR experience with developed expertise in HR Business Partner functions Exposure in client management Ability to communicate professionally and effectively Strong
judgment, demonstrated ability to make sound decisions and creative in developing alternative solutions in a fast paced environment Ability to multi task and effectively partner with multiple teams in achieving objectives Manage the client group through a transitional period You will have previous experience working with senior stakeholders Have
previous experience with projects including talent initiatives, performance and large scale change Have managed complex ER issues The HRBP is accountable for driving the execution and operational components of HR Plan for the ANZ organization. Excellent relationship management skills Ensure that all relevant HR programs and plans are
 aligned to the ES business priorities and corporate HR charter, monitoring effectiveness through the tracking of key performance metrics Responsible for working closely with HR Centers of Excellence and country HR teams to ensure depth and reach in the design and implementation of HR initiatives and programs Bachelor Degree or equivalent
work experience required; Master Degree in Human Resources or related discipline preferred 10+ years of experience in a diverse range of global HR functions, working within progressive HR models, preferably in a global technology or consulting environment Demonstrated experience developing and implementing organizational change initiatives
developing global workforce/labor plans, and identifying and creating organization capabilities Proven track record of highly effective influence leadership at executive levels Proven track record of executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective influence leadership at executive levels Proven track record of highly effective levels Proven track record of highly
through HR lens (25%) - Identifies opportunities and solutions against critical business needs through high-impact human capital strategy execution Business relationship & partnership creation (25%) - Creates and leverages a network of strategy execution Business relationship & partnership creation (25%) - Identifies opportunities and solutions against critical business needs through high-impact human capital strategy execution Business relationship & partnership creation (25%) - Creates and leverages a network of strategy execution Business relationships to remain current in best-in-class HR practices, and able to deliver solutions through
coaching, consulting and influence leadership Ability to successfully lead work in a matrix-based environment, and drive results Effective in coaching/influencing/negotiating and overall managing conflict Excellent business acumen;
Understanding of financials and business model dynamics Partners closely with business and workforce strategies to improve organization effectiveness, talent quality, and performance Manages and leads priority projects that support organization effectiveness, talent quality, and performance Manages and leads priority projects that support organization effectiveness, talent quality, and performance Manages and leads priority projects that support organization effectiveness, talent quality, and performance Manages and leads priority projects that support organization effectiveness, talent quality, and performance Manages and leads priority projects that support organization effectiveness, talent quality, and performance Manages and leads priority projects that support organization effectiveness are support organization effectiveness.
and implement overall workforce strategy, organizational design, change management and workforce planning to drive business transformation Leads talent management and reward systems to drive and reinforce a culture of high performance and
innovation within the client groups. Challenging senior leaders in the business is a must in order to be successful in this role Working with the Head of HR to support the delivery of the People Plan, by making suggestions and delivering projects Employee Relations - responsible for managing ER issues by providing advice and training to managers for managers in the business is a must in order to be successful in this role Working with the Head of HR to support the delivery of the People Plan, by making suggestions and delivering projects Employee Relations - responsible for managing ER issues by providing advice and training to managers for managers in the business is a must in order to be successful in this role Working with the Head of HR to support the delivery of the People Plan, by making suggestions and delivering projects Employee Relations - responsible for managers in the business is a must in order to be successful in this role working with the Head of HR to support the delivery of the People Plan, by making suggestions and delivering projects Employee Relations - responsible for managers in the business is a must in order to be successful in this role working with the Head of HR to support the delivery of the People Plan, by making suggestions are support to the properties of the People Plan, by making suggestions are support to the properties of the People Plan, by making suggestions are support to the people Plan, by making suggestions are support to the people Plan, by making suggestions are support to the people Plan, by making suggestions are support to the people Plan, by making suggestions are support to the people Plan, by making suggestions are support to the people Plan, by making suggestions are support to the people Plan, by making suggestions are support to the people Plan, by making suggestions are support to the people Plan, by making suggestions are support to the people Plan, by making suggestions are support to the people Plan, by making suggestions are support to the people Plan, b
ensuring legislation is followed and liaising with legal advisors where necessary Performance Management - proactively drive the roll out of performance management, including developing appropriate templates and processes, providing training, coaching and support to Department Heads and ensuring standards are achieved across all functions
Reward - develop and administer appropriate local reward strategies in line with HR Strategy Remuneration - facilitate submissions through the memo process Policy - provide advice to line managers in implementing all people policies by weighing up risks with them Structures - lead restructuring projects on a regular basis. No warranties are given
Commissions HR initiatives with the Subject Matter Experts on strategy, process and policy development in areas including recruiting, talent management, compensation, reward and recognition Conducts strategic discussions with business to create business related objectives and guidance for employee objective setting
portion of the Performance Management Process Addresses and resolves Employee relations issues Recognized as a trusted partner and active member of the management team of the assigned client department/ division Creates a solid relationship with client group leadership that supports a mutual coaching environment Manages to full compliance
 with applicable employment laws and company policies Anticipates critical HR related problems and issues May manage relationships with external organizations Provides consulting support across all areas of the HR spectrum including recruitment of key individuals, succession planning, employee development, employee retention, performance
management, promotions and compensation Provides high level process support and advice where required Manage Senior Stakeholders Key strength in performance management Work with a sales union Able to thrive in a fast
paced environment Deliver excellent HR service across the full range of Cluster businesses Work with Managers across businesses For goal-setting and the performance review process Advise Managers on opportunities and risks relating to management actions that may affect
employee relations Provide manager education to improve ER environment and mitigate risks Partner with Recruiting, Compensation and Managers to ensure proposed Compensation offers to candidates are compliant with regulatory, Citi and business unit requirements; participate in the approvals process e.g. ATO Dealing with complex individual
negotiations Understand and proactively manage risk and compliance across all areas of work Fluency in Russian desired Able to work across multiple geographies and cultures Master's degree in business administration, HR management, or related field Extensive experience in Human Resources field preferably in IT
area 5). Lead and deliver divisional initiatives; Retain oversight of and monitoring of performance management 6) Organisation Design and change within Division (or part); Deliver distinct pieces of OD / change Relevant experience (generalist or specialist) gained in large complex
organisation(s) with multiple stakeholders (including matrix relationships)' Knowledge of current thinking in Resources issues and trends and evidence of Continuing Professional Act up for the HR Director in their absence Substantial HR Manager / Business Partner experience Technology industry experience is essential Demonstrable experience
leading on HR strategy It is a generalist role that gives exposure across ER, talent requisition & management, organisation development & performance management, strategic working relationships with the business and in house
talent Acquisition to support the hiring strategy It is a fast paced environment with opportunity to add enormous value to the Operational leaders as you will partner with talent/OD to support the business to identify and monitor critical roles and potential successors Partnering with the business to forecast demand (skills, talent and FTE) Managing
approach as well as the ability to successfully monitor the "pulse" of the employee and corporate group to ensure a high level of employee engagement; A completer finisher - must get the job done Proven knowledge and practical application of HR practices and employment laws Experience with rapid and complex changing work environment and
comfortable thinking outside of the box Will be an enthusiastic team player with a strong drive to create a positive work environment Understand our business and how what you do helps it accelerate at rocket speeds. Supported the annual employee evaluation program by preparing worksheets, communication materials and coordinating meetings
No additional restrictions — You may not apply legal terms or technological measures that legally restrict others from doing anything the license permits. Projects would also include non-compensation and benefit related focus, e.g. diversity, flexibility, etc The role contributes to the People Agenda, ensuring initiatives and actions are delivered in a
timely, disciplined and effective manner to facilitate sustained business growth. Provide information, advice and guidance on all HR issues to line management & Succession Planning: Working with the HR Manager and Talent Development teams to
focus on the development of people, becoming a key coach and mentor for the Site team. Partnering & actively engaging with the site teams to understand their business activities to provide value to the customer Employee Relations & Engagement: Support line managers in the
management of employee relations issues. Ensures that all necessary people management and development activity required to support the business is delivered in the most professional and effective manner Anticipates issues and needs within the Service Line (SL) and address these effectively providing a first class client service to the line Evaluate
requests and initiatives from the SL before deciding an appropriate response. Supports and coordinates with departments such as marketing, merchandising, product development, and IT to successful execute a project Supports and coordinates with departments such as marketing, merchandising, product development, and IT to successful execute a project Supports and procedures and pro
that will support LensCrafters' long and short term goals including business case analysis and influence for approval Manages large scale, high-priority projects and evaluate the ongoing HRIS data & analytics for the LC brand and recommend process
improvements and opportunities for focus areas in partnership with Shared Services partners Manages brand headcount and recruiting processes with finance, HR, and Recruitment teams Does research, analyzes data and prepares reports Develops, reviews, consults and revises policies and procedures Partners with managers to revise and write job
descriptions Acts as generalist and coach to professional corporate staff providing a strong customer service approach with sound outcomes and a people centric approach strategically in a complex business
environment Develops and executes human capital strategic plans that align with ERM and A&O needs and enterprise HR priorities Works with the business needs, and to generate and execute on long-term strategies and near-term solutions
Partners closely with Talent Acquisition to deliver the creation and execution of a targeted ERM and A&O-specific recruitment strategy Develops, maintains and strengthens relationships with key business partners to ensure the delivery of service and value Demonstrates effective oral and written communication; delivers broad based communications.
of policy and process updates to ERM and A&O as needed Organizes, plans, and monitors multiple activities, people, and/or resources Five or more years of experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Partner/Generalist or related HR experience as an HR Business Par
business to address challenges. Popular ones are labor law knowledge, payroll systems, employee relations expertise, HRIS software proficiency, and performance management. Ensures compliance with local, state and federal employment laws and regulations. Assisted in the development and administration of a new compensation program to
include job descriptions, market analyses, and salary tables. Ensure any activity is aligned to the regional Technology Council Excellent organization / prioritisation skills Strong influence peers, colleagues and executives to promote and sell ideas Ability to manage a complex organisation and partner effectively
with multiple client areas and HR on issues across business Ability to navigate in a highly complex, matrixed organization and operate effectively in an often ambiguous environment 5 years or related field Excellent consulting.
influencing, and negotiation skills Demonstrated ability to make sound decisions and be creative in developing alternative solutions in a fast-paced, Educate employees on general workplace policies and practices, issues related to their job performance,
relationships with their manager and/or co-workers as well as career development and job opportunities Help guide employees through difficult performance issues that may arise Engage business 2-3 plus years Employee
Relations experience, conducting investigations, reaching resolution Knowledge Knowledge of full range of people policies and process; compensation, performance management, internal job posting, compensation, develop
alternatives and make sound recommendations. Train staff and measure functional performance against corporate HR initiatives LI-JB1 Twelve + years Human Resources experience in consulting and working with executive management in the design
development, and execution of human resources strategies and initiatives, including talent management Knowledge of policy and program development Ability to interact with senior and executive-level management; and to build strong
relationships at all levels Ability to effectively advise, consult, and communicate with executive-level Strong partners to embrace change Ability to take initiative and make decisions under pressure Strategic thinking and project management analytical skills Strong MS
Outlook, Word, Excel and PowerPoint skills Diagnose, develop and lead local HR strategy to support the long range plan (LRP) of the Turkish business goals with respect to the HR-life cycle Proactively handle day-to-day operational aspects but also
contribute at the strategic level Active member of the UK Local Management Team Develop pragmatic and robust solutions to HR issues in conjunction with the business, CEEMEA HR Team, and HR Specialists Anticipating critical HR related issues in conjunction with the business, CEEMEA HR Team, and HR Specialists Anticipating critical HR related issues and applying HR specialists Anticipating critical HR related issues and applying HR specialists Anticipating critical HR related issues and applying HR specialists Anticipating critical HR related issues and applying HR specialists Anticipating critical HR related issues and applying HR specialists Anticipating critical HR related issues and applying HR specialists Anticipating critical HR related issues and applying HR specialists Anticipating critical HR related issues and applying HR specialists Anticipating critical HR related issues and applying HR specialists Anticipating critical HR related issues and applying HR specialists Anticipating critical HR related issues and applying HR specialists Anticipating critical HR related issues and applying HR specialists Anticipating critical HR related issues and applying HR specialists Anticipating critical HR related issues and applying HR specialists Anticipating critical HR related issues and applying HR specialists and applying HR 
stakeholders to create client solutions Analyse human capital data to identify business improvement opportunities Appropriate business strategy and HR implications Significant HR experience in senior HR roles Technical knowledge and
experience of HR best practices in employee relations, performance management, recruitment, compensation, policy/procedure development and interpretation, centres of excellence, and familiarity with organizational design, training and development and interpretation, centres of excellence, and familiarity with organizational design, training and development and interpretation, centres of excellence, and familiarity with organizational design, training and development and interpretation, policy/procedure development and interpretation, policy/procedure development and interpretation, policy/procedure development and interpretation, policy/procedure development and interpretation and interpr
opportunities Excellent relationship building, influence and consultation skills Ability to become the key trusted advisor to Client Group Head and his/her management, key stakeholders and clients Actively build strong working partnerships with managers in
the designated business area serving as the primary contact for all HR matters and thereby becoming integrated with the management team(s) and in a position to identify and translate business area needs into pragmatic HR solutions Fully understand and interpret HR policy and best practices to give advice and influence managers and employees
on a full range of complex employee related issues; including employee relations (disciplinaries, grievances, absence management, conflict resolution etc.), talent acquisition, talent development, succession planning etc Focus on development, succession planning etc.
development information in order to provide advice and coaching to managers on motivating, developing and performance management review, performance management, and the compensation review (ensuring decisions are performance and market led) Assist
with the updating, implementation and communication of HR policies and procedures as necessary to meet client needs, enhance existing provision of highly accurate data to the HR Coordinators at all times. A sense of urgency
and a continual drive for results coupled with an ability to partner effectively with management are key success factors. ShareAlike — If you remix, transform, or build upon the material, you must distribute your contributions under the same license as the original. Please remember to wear a seatbelt when you do this Be a conduit to communication
across departments/offices and keep the team up to speed Know, learn and keep up-to-date on the HR stuff A delivery focused style and have excellent judgement and be pragmatic Proven ability to build and maintain effective working relationships with a diverse stakeholder group Degree-level educated, with business or other relevant tertiary/
professional qualifications Well developed analytical skills and numeracy Occasional domestic travel may be required Provide compensation guidance to managers and supports annual compensation planning process Partner with the
Leadership and Development team to provide expertise and leadership in organizational development, employee and leadership development team to provide solutions Conduct new-hire orientation and complete all new-
hire paperwork as needed; and Strong communication skills: listening, verbal and written Ability to manage performance, coach and mentor; provide training 4-6 years Human Resources experience Demonstrated experience resolving complex employee relations issues Provide comprehensive HR support and advice to the EMEA businesses - through
strong business relationships, a high level of personal credibility and knowledge and the ability to leverage internal and external specialist resources Own the relationships with the client base and, in particular, the leadership team/s - to ensure regional input into the development of Group-wide HR practices and initiatives, tailored regional
implementation of the Group's people strategy and diagnosis of issues and the introduction of relevant HR projects and dad hoc initiatives - as a
member of the regional HR Management Team and of the global MacCap and CFM senior HR teams, take a leadership role on global HR initiatives as required Supervise, leverage and develop supporting HR resources Drive the execution of diversity strategies within the businesses; which may involve participation in the EMEA Diversity Action Groupesting HR resources Drive the execution of diversity strategies within the businesses; which may involve participation in the EMEA Diversity Strategies and develop supporting HR resources Drive the execution of diversity strategies within the businesses; which may involve participation in the EMEA Diversity Strategies and develop supporting HR resources Drive the execution of diversity strategies within the businesses; which may involve participation in the EMEA Diversity Strategies and develop supporting HR resources Drive the execution of diversity strategies within the businesses; which may involve participation in the EMEA Diversity Strategies and develop supporting HR resources Drive the execution of diversity strategies and develop supporting HR resources Drive the execution of diversity strategies and develop supporting HR resources Drive the execution of diversity strategies and develop supporting HR resources Drive the execution of diversity strategies and develop support of the execution of the execu
Management of ad hoc initiatives, management reporting A successful track record in a relevant HR functions, ideally gained within an international business Pragmatic, delivery-focused style with excellent judgement Bachelor's degree
and CIPD qualified; or an equivalent combination of education and experience working with and/or managing benefits programs Experience working with and/or managing benefits programs Experience working with and/or managing benefits programs.
at a range of levels Good knowledge of MS Office, specifically Excel/Outlook/Word Ability to work in a team working environment with the ability to work on own initiative Able to build positive relationships and rapport with others Articulate with excellent writing skills, and good eye for detail Discreet and professional with good communication skills and rapport with others Articulate with excellent writing skills, and good eye for detail Discreet and professional with good communication skills are also as a second communication skills.
Well organised and efficient, with ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with confidential issues Proven ability to use judgment and seek guidance with a proven ability to use judgment and seek guidance with a proven ability to use judgment and seek guidance with a proven ability to use judgment and seek guidance with a proven ability to use judgment and seek guidance with a proven ability to use judgment and seek guidance with a proven ability to use judgment and seek guidance with a proven ability to use judgment and seek guidance with a proven ability to use judgment and seek guidance with a proven ability to use judgment and seek guidance with a proven ability to use judgment and a proven ability 
primary contact for technical client groups across the Data Centers to assist employees in resolving issues and grievances Provide coaching to top managers HR Generalist duties e.g. dealing with contracts Act as first point of contact for HR queries Support the Recruitment function, namely, help
streamline the current recruitment process in place Work collaboratively with other areas of the business model and people processes alike Design and implement, as well as project manage the execution of the people strategy
for GTH Tax Partner with sub service line leaders to drive the people agenda and create highest performing teams Partner with Talent COEs to deliver exceptional client service to GTH Tax Be a bridge to improve communication and network within the SL Manage day-to-day HR operations, employee query resolution and end to end HR support
Provide standard/ad hoc HR metrics and dashboards, counselor development sessions and feedbacks, employee pulse from the floor, skip level meetings, GPS survey analysis and action planning) Mitigate risk to the firm through timely timely timely analysis.
and decisive actions on complex /sensitive people issues Ensure people-perspectives are represented in business decisions so implications are understood and the workforce is proactively managed Champion the performance management process for employees in partnership with leaders Facilitate sessions to enhance counselor effectiveness Drive
participation in people surveys, analyse and regular updates to SSL Leaders Review policies at regular intervals and provide inputs based on pulse on employee/leadership feedback Basic understanding of
engagement economics/revenue model Strong analytical and decision making ability Expertise in people practices and regulatory /legislative guidelines Influencing and negotiation skills 6+ years' experience in a HRBP role Resolving complex employee relations issues Partnering with the Legal Department to help reduce legal risks and compliance
Provide guidance on business unit restructures, workforce planning and succession planning the customer, the product, the vision
the employee population and various teams, the business challenges and opportunities Develop and foster meaningful relationships with key business leaders and gain a comprehensive understanding of the various team dynamics, leadership styles, employee profiles, department structure and functions, OKRs (Objectives and Key Results), etc Advise
leadership and executive team on key business decisions such as organizational design, compensation, talent calibration, culture, perks and benefits, promotions and salary increases, etc Own key people related initiatives such as learning and development, on-boarding, employee experience, culture, reviews and assessments Develop updated
compensation bands and role levels and advise leadership on analysis Evaluate Customer Insights and Retail functions and partner with business leaders, and recruiting team to structure roles and growth opportunities the are reflective of the innovative culture of Rent the Runway Manage and resolve complex employee relations issues with patience
respect and thoroughness; be a reliable and trusted source for employees Help improve working relationships, building moral and increasing productivity and retention Provide HR policy guidance and interpretation with an awareness for Rent the Runway's business needs Maintain in-depth knowledge of legal requirements related to day-to-day
management of employees, reducing legal risks and ensuring regulatory compliance, partnering with legal as needed Evaluate current HR technologies and implement additional solutions as needed such as an HRIS Bachelor's Degree required, PHR, SPHR, GPHR, GPHR, SPHR, GPHR, GPHR,
resources and people management experience Experience in a high growth, fast faced start up like culture Proven success developing and implementing HR processes and procedures in a way that well received Approachable demeanor and ability to relate to team members and leadership Emotional resilience and the ability to work in complex,
sometimes ambiguous, environments serving multiple stakeholders Ability to assess the appropriate HR related solutions based on the dynamic employee population of Rent the Runway Strong analytical skills; ability to work with data to provide meaningful information to management Strong problem solving skills - must be energized by complex
business challenges Accountable for the delivery of outcomes, strives to exceed expectations Enthusiasm and excitement around Rent the Runway's mission and formal education Knowledge of federal and state employment laws
and regulations governing human resources programs and employee relations Superior negotiation and consulting skills to engage with business leaders and internal partners on human resources issues or processes Strong leadership and organizational skills Superior communication and conflict resolution skills Highly skilled in relationship building
and problem solving Excellent working knowledge in MS Office, PeopleSoft or similar HR system highly preferred Substantial knowledge of both HR and business unit strategies and a comprehensive understanding of the link between HR and business unit strategies and a comprehensive understanding of the link between HR and business unit strategies and a comprehensive understanding of the link between HR and business unit strategies and a comprehensive understanding of the link between HR and business unit strategies and a comprehensive understanding of the link between HR and business unit strategies and a comprehensive understanding of the link between HR and business unit strategies and a comprehensive understanding of the link between HR and business unit strategies and a comprehensive understanding of the link between HR and business unit strategies and a comprehensive understanding of the link between HR and business unit strategies and a comprehensive understanding of the link between HR and business unit strategies and a comprehensive understanding of the link between HR and business unit strategies and a comprehensive understanding of the link between HR and business unit strategies and a comprehensive understanding of the link between HR and business understanding of the 
on all aspects of Human Resources Innovative thinking to identify new ways for HR to support the business strategy and to develop clear, actionable steps in support of the overall business strategy Strong consulting, interpersonal, teamwork, communication and client service skills Significant knowledge of HR policies and processes (e.g. workforce
planning, talent management, compensation, employee relations) Manage and coordinate the Senior Manager Remuneration committee papers liaising with the business as required to ensure compliance to rules and structure Manage, write and provide analytical support for the annual remuneration reporting requirements. Master's degree or HR
certification is preferred A working knowledge of employment laws and multi-level recruitment experience, particularly in sales and marketing Demonstrated human resources experience, with heavy emphasis on recruiting, performance management and employee relations Proficient knowledge/ability with all Microsoft Office Applications and using
social media applications in recruiting Provide excellent customer service, time management and communication skills Demonstrated professional presentation and confidently under pressure University degree in Business, Human Resources,
Psychology or other related field of study required. An HR business partner plays a crucial role in aligning human resources strategies with business goals. This role would also deputise for the Head of HR where required Provide support on a spectrum of division-wide projects & initiatives including: payroll, compensation and benefits, equity
management and reporting requirements. Collaborates with Compensation function on job evaluations, market/equity analyses, and pay adjustments needed to reward and retain talent. Supporting the HR Manager to ensure that the Learning interventions required on site are identified and implemented to plan. Be perceived at all times as an honest
broker and business enabler Independent critical thinker who can anticipate the human capital needs of the regional and global businesses Results-oriented with our Centralized Advisory Services team as well as the IAS Business
Management function supporting approximately 240 employees. This may include partnering with the IB COOs and HR Business Partners on a variety of high touch project work i.e. Fusion roll-out, diversity and engagement initiatives, workforce planning, leadership and talent development, employee survey, core cycle execution, facilitation of
succession planning, management circles and other HR led sessions You will work closely with HR Operational Risk Control as well as the relevant control functions to ensure that we appropriately manage and mitigate HR operational Risk Control as well as the relevant control functions to ensure that we appropriately manage and mitigate HR operational Risk Control as well as the relevant control functions to ensure that we appropriately manage and mitigate HR operational Risk Control as well as the relevant control functions to ensure that we appropriately manage and mitigate HR operational Risk Control as well as the relevant control functions to ensure that we appropriately manage and mitigate HR operational Risk Control as well as the relevant control functions to ensure that we appropriately manage and mitigate HR operational Risk Control as well as the relevant control functions to ensure that we appropriately manage and mitigate HR operational Risk Control as well as the relevant control functions to ensure that we appropriately manage and mitigate HR operational Risk Control as well as the relevant control functions to ensure that we appropriately manage and mitigate HR operational Risk Control as well as the relevant control functions are not appropriately management control functions are not appropriately management control functions.
audit items You will be responsible for managing a team of IB-aligned HRBP support staff in multiple locations Experience of working within an Investment Bank and an understanding of the main IB businesses and ability to successfully work with IB clients Proven ability to build credible relationships and rapport with the wider IB HR Team and HR
colleagues as well as senior stakeholders cross the IB and support functions Ability to impact/influence decisions & individuals without formal authority and understand, interpret and draw conclusions from management and financial data Good project management skills with a proven ability to manage a wide range of objectives with conflicting and
competing priorities that require the effective use of resources across functions, businesses and time zones Flexible and adaptable approach, focused on finding solutions and experience in managing, developing and coaching global teams Degree
qualified, you will have at least 5 years HR generalist experience in a multinational organisation. (Employee range between 300-500). A minimum of 5 years of progressive business leadership experience and build support; be a risk taker, have an opinion
Independence and unquestioned integrity; ability to handle sensitive employee relations and compliance related issues Coaching and influencing senior level executives successfully Past experience building deep business acumen in the technology business and working closely with the Finance Director for the business unit. Believes strongly in
coaching and investing in people with a genuine desire to learn and succeed. Create and maintain project plans, as appropriate Work closely with the HR Business Partner team in developing HR strategies and solutions to business issues. This
includes the scoping, preparation and full consultation process Proven relationship management experience Experience of working in a challenging environment, with deadline driven business teams Personable and able to build positive stakeholder relationships at a senior level Communicates clearly and persuasively Time management and the
ability to manage multiple tasks To deliver expert employee relations guidance to resolve individual cases and escalated employee relations policies and procedures, promoting a positive ER culture within the business Support Head Of HR Business Partnering where
required with national Trade Union relationships The incumbent of this role will be seen within the business as the subject matter expert with the ability to diagnose root cause issues and propose solutions for delivery by site/ functional leadership teams To Regularly review company policies to ensure they are fit for purpose and legally compliant To
collate, and prepare case files for Employment tribunals and be the conduit between the business and our external legal suppliers Fully qualified or working towards CIPD Proven experience of managing a caseload of wide ranging, diverse employee relations issues Full and detailed understanding of HR policies and legislation Ability to work on own
initiative under pressure in a sometimes ambiguous environment Flexibility to undertake field activities (e.g. site visits) for exceptional cases as required Limited regional travel to our sites required Serve as primary contact for IT to assist employees with HR, people and team support Partner with EMEA and APAC HR leaders as well as L&D,
 Recruiting, Finance, Compensation, and Benefits on communications and best practices Provides strategic HR consulting and problem resolution to the head of the NCC and leadership team; demonstrates an unbiased and neutral posture in decision making and problem resolution to ensure that risk to the company is mitigated Understands of the
differences between strategic, tactical, business development, planning and the need to understand the importance of each Ability to collaborate across HR and other functions. The ability to be highly effective in a team-oriented environment and to build relationships based on added value, not title or authority is crucial Previous experience should relation to build relationships based on added value, not title or authority is crucial Previous experience should relation to build relation to b
include successfully introducing and implementing processes, best practices and operational change initiatives. Build Your Resume Share — copy and redistribute the material in any medium or format for any purpose, even commercially. - Can work and communicate effectively at multiple levels of an organisation. Strong generalist knowledge of
human resources processes, principles, concepts and methodology or experienced in a specialist HR discipline e.g. ER, Compensation and benefits or Recruitment Demonstrated ability to influence senior managers
Strong knowledge of local Labour Law preferred Support the Head of HR to manage the delivery of a professional consulting service that contributes to the profitability and growth of the Institutional Banking business in the region. Experience with HRIS systems, PeopleSoft preferred Ability to communicate HR implications to management teams and
influence decisions Must be flexible in order to respond quickly and positively to shifting demands and opportunities; ability to work under tight deadlines and handle multiple, detailed tasks Develop the Workforce Strategy in support of the Business Strategy and support line managers in forecasting and planning their talent pipeline requirements
Facilitate long-term initiatives aligned with the business strategic agenda Master or above degree in business administration, HR management, or related field Fluent in both English and Korean Ability to identify new ways for HR to support the business strategy LI-JL2 Help design and implement HR programs and processes for assigned client
groups Perform transactional work for People projects Alert HR team members and/or clients to potential risks 5+ years of Human Resource experience with recent experience as an Human Resource Susiness Partner Labor Law knowledge Hands-on and capable of
delivering results, project managing and implementing strategies to drive HR initiatives and internal support services to provide excellent HR support and expertise to the Business Leaders With the Business Leaders and internal
customer teams, helps drive and ensure excellence in key HR metrics: Turnover, Absence/Reliability, Engagement, Headcount Management and Employee Relations Become an 'Employee Champion' by ensuring that employee's 'voice' is heard and their interests are fairly represented Supports HR business process excellence initiatives and
participates in / facilitates cross functional process improvement teams A sound understanding of contemporary human resources trends and the ability to benchmark/network Previous experience of high volume recruitment in a manufacturing, regulated environment is desirable Customer service skills. Attribution — You must give appropriate credit
provide a link to the license, and indicate if changes were made. Counsel managers regarding appropriate corrective action documents to ensure internal processes and policies are followed Facilitate training on employee development, coaching and other management topics Demonstrated human
resources experience, with emphasis on employee relations, performance management, training, compensation and compliance Broad knowledge of human resources practices, applicable laws, employee engagement and retention, employee development and organizational planning are required Provides coaching and counselling to senior leadership
team on global talent issues and initiatives Analyses information, makes recommendations and helps implement global plans and initiatives that will drive business results Performance management process (including implementation of annual Review Committees) Career development/mapping, coaching, and mentoring Integration of
global processes and programs Partner, Director and staff promotion process Develop and maintain relationships with sponsors and stakeholders; manage their expectations; performance management, employee
relations) Serve as primary contact for Finance to assist employees with HR, people and team support Provide strategic business partnership, thought partnership and coaching to Individual Contributors, Managers and Leaders Partner with EMEA and APAC HR leaders as well as L&D, Recruiting, Finance, Compensation, and Benefits on
communications and best practices Proactively assess team development needs and make recommendations for appropriate solutions and/or manage and enhance current programs Manage and growth Manage appropriate pieces of the overall
Performance Summary Cycle process throughout the year Take responsibility for managing the successful implementation of the 3 ERS Services by 1st April 2016 Set up and oversee the project teams working on the Transition to new Suppliers/new Service Delivery models Ensure Project plans are in place for each service and track and report on
new Supplier, exiting Supplier and internal BBC progress against milestones in order to deliver successful transition activity such as data migration and in flight cases Establish go/no go criteria and measurement tools Work with other HR Transformation workstreams and with business areas to ensure
that required Business Processes, Technology and Communications activities and outputs are delivered on time Work with Suppliers to jointly find solutions and mitigations to risks and issues Report regularly on risks and issues Report regularly on risks and issues are delivered on time Work with Suppliers to jointly find solutions are delivered on time Work with Suppliers to jointly find solutions and mitigations to risks and issues Report regularly on risks and respectively on risks and respectively on risks and respectively on risks and respective regularly 
wide range of stakeholders, including business representatives, subject matter experts, external suppliers, and other BBC Departments such as Procurement, Engineering and Legal Manage and motivate the project teams and support collaborative working A good understanding of project management methodologies and competence with standard
project management techniques Excellent organizational skills and the ability to meet critical deadlines High levels of drive, self-motivation and be responsible for the consequences of the decisions made Communicates challenges
and influences a variety of stakeholders effectively. 1600) within the BTCI Tech services organization To lead the implementation and development of the overall people strategy for the respective business units ensuring the HR team delivers commercial, add value HR solutions that are truly aligned to the overall Tech cluster business strategy Play a
leadership role across the Technology functions and BTCI site in terms of overall colleague engagement (EOS, Engagement & GRVP), People strategy and provide on-going HR support to other areas in consultation with COEs, as required Support BTCI HR Head to manage the HR function directly including seamless delivery of all
specialist functions toward BTCI Tech clusters To provide strategic insight and challenge to their business unit - share best practices with other wider HR Experience and
knowledge of all aspects of HR including ER, Resourcing, Talent Management and Reward Demonstrable business partnering experience with senior management/leadership teams and a proven track record of successfully
influencing to achieve results Demonstrable experience of delivering of robust, commercial HR solutions across a diverse group and demonstrate and deliver on-going consulting capability across multiple stakeholders Experience of coaching and
developing individuals, teams, functions to higher performance Excellent interpersonal and communication skills both written and verbal including experience of resource and budget management Commercial drive and acumen
including sound knowledge of the economy, market and external trends affecting the business. This may include: employee concerns, crisis management, corrective action, and dispute resolution Coordinate with
other Human Resources functions to support overall HR services and initiatives Provide data, metric reports and federal laws Complete processes and administration associated with employee relations, HR data management, etc 3 - 6 years
experience as a HR Business Partner or Generalist Ability to interact effectively with all levels in the organization Demonstrated strength in employee relations/employment law, management coaching, and process improvement Project Management and change management experience preferred Excellent communications skills, both verbal and
written Proven collaboration skills Internal customer focus Ability to analyze and solve problems Strong decision making skills Word, Excel, Power Point, Outlook PeopleSoft or HRIS experience preferred Partner with HR Business Partners and Specialists to help guide clients through core HR programs (e.g. performance management, compensation
planning, promotions, talent reviews, etc) Provide relevant data and recommendations to guide decision-making related to comp, org structure, attrition, promotions and other activities Provides consultation and support to managers on employee relations issues and applicable company policies and employment laws. Use phrases like 'aligned HR
strategy' or 'business objectives support' to show you understand the big picture. Areas of support include leadership effectiveness and training, talent development, organizational design, performance evaluate and improve effectiveness
Partner with HR COEs and other staff areas to roll out enterprise-wide HR policies and programs, offering input and consultation to tailor messages appropriately to employee through written communication. Monitor employees through written communication to tailor messages appropriately to employee through written communication.
implement HR initiatives and processes incorporating best practice and fresh thinking to support the people strategy Ensure relevant policies are designed and managed with the employee experience and business goals in mind Own and participate in discrete HR projects and programmes end to end supporting the integration of people processes,
culture, systems and employee experience Plan and implement initiatives to meet the requirements of the Business Work with others across the function goals collaborating effectively with all team members and maintaining HR service levels 5-8 years HR Generalist or Business Partnering experience Relevant
Third Level Degree Excellent collaborative relationships with business and HR colleagues Ability to influence and manage multiple stakeholders Strong experience and implement HR projects and processes Ability to manage high workloads &
conflicting priorities Collaborative style and a good team player Good understanding of in-country employment legislation The role is based in Limerick with regular travel to Dublin (weekly) Ensuring support on recruiting activities, including on-boarding of newly hired employees Coordinating and overseeing the outsourced payroll Ensuring with the
support of external lawyers the elaboration of employment arrangements and the management of the resulting employment contracts Supporting and coordinating the annual performance reviews including salary reviews including
management of the aforementioned entities Coordinating employee surveys Organizing staff training Work with the Partners within the business to define what they want and need from an HR Business Partner Develop a HR agenda which underpins the business to define what they want and need from an HR Business to define what they want and need from an HR Business Partner Develop a HR agenda which underpins the business to define what they want and need from an HR Business Partner Develop a HR agenda which underpins the business to define what they want and need from an HR Business Partner Develop a HR agenda which underpins the business to define what they want and need from an HR Business Partner Develop a HR agenda which underpins the business to define what they want and need from an HR Business Partner Develop a HR agenda which underpins the business to define what they want and need from an HR Business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the business Partner Develop a HR agenda which underpins the 
continuous feedback, high performance, employee development and engagement and en
potential training needs and to offer/source appropriate cost effective solutions Development and deployment of a remuneration strategy including the approach to setting base salary, benefits and bonus payments Review employee database and propose to the Partners potential solutions to support the performance management system and also pay
review processes Provide day-to-day HR advice to managers within the business Develop and maintain HR policies that are in line with legislation Maintain effective relationships with all employees and deal with individual issues where direct involvement is appropriate Strong generalist human resources background Experience working at a strategic
level in HR ideally within either professional services or a legal firm Experience of management of major HR change projects Experience of planning and implementing successful employee communications Ability to build and maintain
professional relationships across the business CIPD qualified or equivalent Partner on a number of HR activities including performance and talent management, promotions process, succession planning, remuneration review, development planning and employee surveys Partner with centres of expertise to deliver
outstanding employee experiences, providing exemplary first level support to the client group including providing HR advice and supporting the HRBP and ER with performance management cases, assisting with managing employee leave processes and flexible work arrangements Managing the roll out of capability and learning offerings for people
managers and staff to help drive a high performance culture Managing key HR projects and processes such as initiatives relating to our Diversity and Inclusion strategy and the Employee Networking Groups Ability to work as part of a team and independently whilst managing competing priorities with a high degree of organisation and self-direction
High level of competence in Microsoft Office; proven experience using MS Excel for reporting and analysis Relevant tertiary qualifications and strong drive to learn Drive key HR initiatives across the organization, including performance and talent management, succession planning, staffing, training and development, diversity
and inclusion, rewards & recognition, and employee communication Provide an effective and professional HR business to develop HR people plans in line with the business trategy and deliver against them Work with department leadership on establishing
key people strategies to support business objectives Provide solutions to employee-related challenges while maintaining a balance between being a strategic business operation programment of the organization develop pragmatic and robust solutions to HR issues in conjunction with the
business, HR Team, and HR Specialists Employees Relations Act as advisor and facilitator to the business in key areas such as organisational design, change processes and internal communication Establish effective meetings, methods of communications, feedback mechanisms for successes and proactively identify areas for improvement Act as a
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sounding board and coach to business managers; provide them with exceptional HR support, advice, guidance, skills and tools to proactively manage their teams effectively Advise on all employee relations issues, at all times ensuring best practice, legal compliance and policies and procedures are adhered to - where necessary, partnering with
 internal and external outside legal counsel Promote and support the Performance Management process providing training & Development needs across the designated client group and propose appropriate solutions Contribute to the development of the development of the development of the development process providing training & Development function as necessary Identify Learning & Development function as necessary Identification as
courses - in-house or external and constantly evaluate training programmes in partnership with the Learning & Development Team Work with line managers to communicate and explain the Discovery pay and reward philosophy Advise managers to communicate and explain the Discovery pay and reward philosophy and rew
Compensation, manage the merit planning process ensuring budget constraints are met and employees are rewarded at market level & in line with performance Manage and proactively partner with client stakeholders and the centrally located Recruitment function to providing an outstanding and coordinated recruitment service Consult and advise
line managers on job specifications/structures and potential candidates Work within an agreed recruitment budget to attract and hire the best available talent Actively promote the career development of employees through Understand inner workings of business to identify needs and solutions; develop studio-wide HR/people-oriented programs using
data insights and requirements gathering (needs assessment, project scoping, implementation and evaluation of impact) to positively effect change Partner with studio leadership and staff management to ensure that people-oriented programs and initiatives are designed to reinforce and reward the capabilities and behaviors WDAS values in its
 workforce Analyze employee data (engagement data, exit interview data, leadership feedback, etc.) to spot trends and approaches that help
 managers drive employee engagement and performance Design and deploy surveys and tools; use data to analyze trends and make informed recommendations for organizational improvement and increased effectiveness around talent management Project manage new and existing employee initiatives around talent assessment, high potential
identification and development, retention, etc Strengthen critical internal relationships and communication channels Work with HR and studio leaders on people implications of business or organizational decisions; provide decision support, understanding of implications of
changes/decisions and communication considerations. Collaborate with other areas of HR to align work and priorities experience and exposure to a variety of HR facets including talent acquisition, employee relations, learning & development, organization development, compensation experience supporting
clients Bachelor's degree from an accredited college in Human Resources, Business Administration or related field Co-ordinating & supporting HR Initiatives in the EMEA (Europe Middle East & Africa) Region Manage end to end Reduction in Force
(RIF) process HR Administration - benefits, vacation management etc Annual Salary & bonus planning Manage Employee Relations issues to ensure legal compliance and counsel on HR related business matters to improve individual and team
effectiveness Supporting ongoing Operational Excellence activity in the EMEA Region including being a facilitator to the EMEA (Europe Middle East & Africa) Corporate group Driving and supporting continuous improvement projects Responsible for delivering Regional HR metrics Responsible for maintaining Systems, Policies & Procedures Co-
ordinating & delivering Employee Communications Supporting Regional Mergers & Acquisitions and Divestiture Activity 3rd level degree in HR, Business or another related field Minimum of 5+ years' HR experience experience experience working in a multinational company (MNC) environment preferred HR Operations / HR Shared service experience
preferred Experience working across multiple EMEA (Europe Middle East & Africa) locations desirable Good working knowledge of Irish employment law Ability to work with multiple cultures; as well as within unstructured/remote working knowledge of EMEA employment law Ability to work with multiple cultures; as well as within unstructured/remote working knowledge of Irish employment law Ability to work in grant law Ability to work law Ability to
 for the day to day operations of the HR function Provide advice and guidance to the management team and employees across all HR matters Support department managers with disciplinary matters & performance management issues Develop
and implement new tools & initiatives to improve the efficiency of the HR dept such as job descriptions, annual appraisals Manage end-end recruitment process coupled with tracking all relevant data on new starters/leavers for the the payroll dept Develop the company training policy & annual training plan in liaison with the CEO Work with the
Health & Safety manager to coordinate activities on the time & attendance systems Coordinate activities on the time & att
growth Extensive experience and knowledge of all aspects of HR including ER, Resourcing, Talent Management and Reward The ability to develop and manage effective relationships across a diverse group with extensive experience in contracting and consulting across and knowledge of all aspects of HR including ER, Resourcing, Talent Management and Reward The ability to develop and manage effective relationships across a diverse group with extensive experience in contracting and consulting across multiple stakeholders Financial management and planning skills including
 experience of budget management Commercial drive and acumen including sound knowledge of the economy, market and customer trends affecting the business Ensure efficiency across all activities by challenging existing HR methods, Enable fact-based decision making by monitoring, measuring and reporting on HR challenges and development
 plans, Carry out training sessions to line managers on inductions, reviews, PDR and etc Continuously discover new perspectives and best practices of HR Full CIPD qualification Good amount of experience in ER and L&D delivery
 Change management and organisational development experiences are desired Develops a thorough understanding of the firm's and client groups' goals and interconnection with administrative support and business functions and practices Provides advice on HR policies and programs and recommends appropriate actions. The organizations represen
approximately 850+ employees plus contingent workforce 30% travel is required Demonstrated ability influencing the business strategy and shaping HR strategic direction Previous experience working with operations and production groups a plus Ability to remain self motivated and engaged to meet the demands of the business 8+ years of
experience with working in an HR generalist role Experience with HR functions, including policies, employee relations, talent planning, and compensation BA or BS degree required Experience with HR functions, including policies, employee relations, talent planning, and compensation BA or BS degree required Experience with HR functions, including policies, employee relations, talent planning, and compensation BA or BS degree required Experience with HR functions, including policies, employee relations, talent planning, and compensation BA or BS degree required Experience with HR functions, including policies, employee relations, talent planning, and compensation BA or BS degree required Experience with HR functions, including policies, employee relations, talent planning, and compensation BA or BS degree required Experience with HR functions, including policies, employee relations, talent planning, and compensation BA or BS degree required Experience with HR functions, including policies, employee relations, talent planning, and compensation BA or BS degree required Experience with HR functions, including policies, employee relations, talent planning, and compensation BA or BS degree required Experience with HR functions, and the planning planning planning and the planning plannin
project, and problem-solving skills Talent management, Employee engagement Upwards of 8 years experience in a role that requires client/business interfacing, talent management, Employee relations, engagement and retention With a degree in any 4-year course The Manager, HR Business Partner, provides HR consulting and
 problem-solving solutions to business leaders and operates as a trusted partner to the business' management teams. Is very helpful, approachable, and accessible and seeks to proactively meet customer's needs 5) Talent.Lead and deliver divisional talent initiatives; Retain oversight of and monitoring of performance management 6) Organisation
 Design and change. Retain oversight of all aspects of people and organisation (or part); Deliver distinct pieces of OD / change Relevant HR experience (generalist or specialist) gained in large complex organisation (s) with multiple stakeholders (including matrix relationships)' Lead the translation of business strategies into long
and mid term plans for the organization with focus on the people aspects of the business Close partnership with the unit's Leadership team, developing a deep understanding of the organization and its strategic objectives Drive organization and cultural change Secure timely and qualitative execution of HR Processes, Programs and policies in
Supported Group Functions Bachelor or Master's degree in Human Resources, Business Administration and/or related field 10 years experience from driving change from an HR perspective Clear, comprehensive understanding and
experience of the link between HR and business strategy Fluent in English and Swedish both oral and written Effective player with strong project management skills Substantial acumen & Analytical skills Broad understanding of Ericsson's business and organization across BUs, GFs and regions Commercially Focused Good written and spoken
 communication skills, leadership skills & team working Ability to drive projects and implement processes Work with strategies Communicate clearly to engage business units with people activities to motivate on all levels Work closely with the change team and ensure
initiatives and key changes are delivered to stakeholders, making sure they are engaged and informed Interpret management and external insight to share with stakeholders in regards to current and possible opportunities, challenges and risks Good amount of experience in delivering organisational change Experience of working for a large and
complex firm Change management and organisational development experience Full driver's license is essential as the role involves frequent travel Properly execute corporate policies and HR programs ensuring quality, delivery and impact Take personal ownership of key HR metrics including but not limited to recruitment, development, retention,
and program effectiveness Take a holistic analysis of Fandango systems and create a roadmap for enhancing and improving them Full-cycle HR responsibilities including: employee recognition, and policy/program refinement and development Liase
with Finance to ensure accuracy of information Act as a true business partner to select groups within Fandango information entered into SAP and accounted for in SAP; perform audits of Fandango information entered into SAP
Analyze and interpret large data sets to address a wide variety of issues Consult with all levels of the organization on talent management and organization of the organization 
 professionalism is maintained when dealing with sensitive information 5 + years of experience analyzing data related to recruitment, development, retention, and other HR-related metrics 2+ years of experience analyzing data related to recruitment, development, retention, and other HR-related metrics 2+ years of experience analyzing data related to recruitment, development, retention, and other HR-related metrics 2+ years of experience analyzing data related to recruitment, development, retention, and other HR-related metrics 2+ years of experience analyzing data related metrics 2+ years of experience analyzing data related to recruitment, development, retention, and other HR-related metrics 2+ years of experience analyzing data related to recruitment, development, retention, and other HR-related metrics 2+ years of experience analyzing data related to recruitment, development, retention, and other HR-related metrics 2+ years of experience analyzing data related to recruitment, development, retention, and other HR-related metrics 2+ years of experience analyzing data related to recruitment, development, retention, and other HR-related metrics 2+ years of experience analyzing data related to recruitment, development, retention, and other HR-related metrics 2+ years of experience analyzing data related to recruitment and retention and retent
 Prior in-depth experience in multiple human resources disciplines including employee recognition, and policy/program refinement and development Solid understanding of HR business processes, with experience with global HR
 environments preferred Excellent interpersonal, written, and oral communication skills with a strong attention to detail Past experience working for an HR Department with increased responsibility Demonstrated track record of success in utilizing data analysis to improve HR functions across an organization Working knowledge of basic database
concepts A proven team player, with a strong ability to work independently as well Ability to analyze and interpret large data sets in varying circumstances and provide solutions to a wide variety of unique challenges Thorough knowledge of HRIS systems such as SAP required 5 + years of experience analyzing HR-related data Past experience
working in Start-Up, Technology, Digital Media, or Entertainment industries preferred Ability to produce samples of past work preferred Proactively identify potential employee relations opportunities, providing counsel and advice to stores and leaders to create swift solutions and productive outcomes Assist in identifying morale problems and offer
field leaders ideas and suggestions in developing meaningful action plans to resolve/enhance the climate Work with Retail team in the creation and interpretation of HR related policies and procedures Ensure state compliance laws are upheld, including but not limited to anti-harassment training Lead and direct resolutions with 3rd party employment
 agencies that cover wage and hour issues, state unemployment, and Department of Labor matters Partner with Leave of Absence team to process worker's compensation claims and expedite a return to work where appropriate Create, Implement and Facilitate training workshops and seminars as needed International Human Resource responsibilities
 include providing Employee Relations support to Canadian-based employees Ability to learn, understand, and influence business unit strategies Lead or participate in recruitment of key positions and development of hiring managers' interviewing skills and assessing external/internal promotable talent Manage Talent Programs that include: Succession
Planning, Networking, External Bench, Talent Calibrating Other: Special Projects and other duties as assigned Providing advice, coaching and support to the management and staff on a broad range of HR issues Acting as a change leader and providing advice, support and guidance on change processes to ensure best outcomes (reduce
turnover, increase engagement) Working with key senior leaders on their high-potential and succession planning process to ensure a talent pipeline is in place and gaps are identified and resolved Supporting support the execution of training and development initiatives through liaising with HR Operations team. Ensure appropriate controls are in
place and managed effectively for all critical HR processes Strong verbal and written communication skills-ability to synthesize information Ability to manage multiple initiatives and drive to delivery with speed and accuracy while remaining proactive and flexible in style Solid judgment -- ability to make sound decisions and discretion Ability to
 proactively gather information and make recommendations to help the team Capacity to consult and influence Strong time management and organizational skills; attention to detail and ability to prioritize is critical Proactive approach Proficiency in Excel, Word, PowerPoint is required Provide value add professional HR consulting services through
 advice and counsel to the business Ensure corporate governance as it relates to BMO Financial Group's HR policies, procedures and practices Advocate for and represent the client's HR needs and interests at the Banking Group level 3 - 5 years Human Resources experience Undergraduate degree or college diploma preferred Strong teamwork ethic
 and interpersonal skills An MBA in Human Resources with 8-10 years of broad HR experience with developed expertise in HR Business Partner functions Adaptable to various changes in policies, procedures, and management styles and business Partner functions Adaptable to various changes in policies, procedures, and management styles and business Partner functions Adaptable to various changes in policies, procedures, and management styles and business Partner functions Adaptable to various changes in policies, procedures, and management styles and business direction Ability to handle multiple tasks, projects, objectives and deadlines Be flexible with schedule
 based on business needs · Possess strong problem solving, time management, analytical and organizational skills Act as HR BP: represent HR at the business decision makers; be a solid advisor on all transformational activities; advise and guide senior managers on key people
decisions Build the HR framework (policies, processes, services) in collaboration with stakeholders in the business and in global/regional HR Raise the profile of IBSC in the community, and establish it as an employer of choice Implement UBS people strategies, build a successful recruitment engine, and drive the talent management process Assess
 IBSC's HR service needs (e.g. advisory and operational) and facilitate fulfilment by leveraging UBS's global HR Centres of Expertise, and Service provided to employees and the business, and be a champion of continuous improvement
 University Degree qualified with a distinguished academic record Master's degree in Human Resources Management or Business Administration an advantage HR related certifications an advantage HI reversity Degree qualified with a distinguished academic record Master's degree in Human Resources Management or Business Administration an advantage HR related certifications an advantage HI reversity Degree qualified with a distinguished academic record Master's degree in Human Resources Management or Business Administration an advantage HI reversity Degree qualified with a distinguished academic record Master's degree in Human Resources Management or Business Administration and written business English Travel to main UBS locations Fluent in all aspects of operational management or Business Administration and written business Administration and written business Administration and advantage HI reversity Degree in Human Resources Management or Business Administration and written business Administration and advantage HI reversity Degree in Human Resources Management or Business Administration and Advantage HI reversity Degree in Human Resources Management or Business Administration and Degree in Human Resources Management or Business Administration and Degree in Human Resources Management or Business Administration and Degree in Human Resources Administration and Degree in Human Resources Management or Business Administration and Degree in Human Resources Management or Business Administration and Degree in Human Resources Management or Business Administration and Degree in Human Resources Management or Business Administration and Degree in Human Resources Management or Business Administration and Degree in Human Resources Management or Business Administration and Degree in Human Resources Management or Business Administration and Degree in Human Resources Management or Business Administration and Degree in Human Resources Management or Business Administration and Degree in Human Resources Management or Business Administrat
including prudent cost management and operational risk control; comfortable representing the organisation experience, including complex operational / process solution design and implementations are implementations.
to budget, within tight delivery timeframes and quality parameters Previous financial service experience, ideally within a banking environment Will be accountable for the successful delivery of HR programs and processes for an assigned group of business clients Implements and executes against HR requirements and programs and processes for an assigned group of business clients.
for business area; drives programs and processes to enhance employee and management engagement Collaborates with HRBP Sr Director and COE partners to recommend HR solutions and processes (performance review, promotion cycles, salary
increases, etc.) for assigned client group Responds to employee relations and performance management issues that are not managed by the Employee Relations function May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a key HR initiative and/or process May be asked to project manage a k
 action items to ensure accountability, follow through and resolution as per prescribed commitments Assists with organizational change/transformation initiatives and supporting various HRBP operational functions including TA requisition reporting, tracking and control including CW conversions and employee onboarding support Restructure and
 realignment business case development support HR/Business process calendars - performance appraisal, compensation, HR Review, etc HR Metrics including development and analysis of data on employee turnover, performance appraisal, compensation, HR Review, etc HR Metrics including development and analysis of data on employee turnover, performance and title calibration, mobility and diversity Identification of operational issues and obstacles impacting business plan
 execution Accesses organizational policies and practices for negotiating Adapts to and participates in current change initiatives 3 or more years of business experience Makes use of organizational resources for risk avoidance and management 1) Be the strategic & trusted adviser to the business BA/BS degree Minimum of 10 years of HR Experience,
 most recently in a global HR Business Partner role in a medium to large global company. (eg FSS reporting, dealing with audit and enquiries from regulators) Support the year end compensation process, ensuring consistent and fair decisions are made in the performance review, promotion, bonus and salary planning process Review country benefits
programs to ensure our programs are competitive and comply with local regulations. Develops ideas to enhance the work environment, improve employee engagement, and strengthen employee relations. Develops ideas to enhance the work environment, improve employee engagement, and strengthen employee relations. Develops ideas to enhance the work environment, improve employee relations.
quarterly basis Some travel (25-33% of time) required for store visits and training at new store locations Leads the Human Resources Business Partner function for 4 business units, finance, legal, internal audit and marketing Designs, implements and monitors a variety of human resource programs, anticipating and planning for long-term human
 resource needs and trends in partnership with business management Functions as a trusted advisor to the business and individual employees to help maintain an environment that supports the business objectives while being sensitive to employees to help maintain an environment that supports the business objectives while being sensitive to employees Evaluates HR solutions from the business objectives while being sensitive to employees to help maintain an environment that supports the business objectives while being sensitive to employees Evaluates HR solutions from the business objectives while being sensitive to employees to help maintain an environment that supports the business objectives while being sensitive to employees to help maintain an environment that supports the business objectives while being sensitive to employees to help maintain an environment that supports the business objectives while being sensitive to employees to help maintain an environment that supports the business objectives while being sensitive to employees to help maintain an environment that supports the business objectives while being sensitive to employees to help maintain an environment that supports the business objectives while being sensitive to employees to help maintain an environment that supports the business objectives are the support to the business objectives and the support to the business objectives are the support to the business objectives and the support to the business objectives are the support to the business objectives and the support to the business objectives are the support to the support to the business objectives are the support to the su
takes HR ideas to the business to improve current processes and activities Designs and implements change management strategies and manage the pace and process of change so that operating effectiveness is maintained Understands and anticipates internal customers' needs and takes action to provide high quality products and services to exceed
their expectations. Ensure any trend analysis captured is used to identify any changes required in the strategy in order to optimize business effectiveness Drive the importance of diversity in all aspects of the HR agenda from recruitment through to retention and create strategies for addressing any areas of concern Actively get involved in leading
regional or location BRGs/WIN events and diversity projects Management responsibilities include Manage a team of HRBPs both directly aligned to LOB and as shared resources HR representative at the APAC Technology Operating Committee (APTOC) supporting the business around specific people related topics Ability to communicate
professionally and effectively, at all levels of the business Knowledge of Strategy Development and Implementation Ability to manage a complex organisation and partner effectively with multiple client areas and Regional and Global HR partners on issues across businesses Take direct responsibility for targeted areas of improved business
performance e.g. absence management, employee satisfaction, labour productivity, TUPE, employee relations Line management is carried out Ensure the effective and efficient management of the unit management payroll, including administering any
 starters, leavers, monthly changes/adjustments and bonus payments Develop future budget, planning and delivery along with HR Director Assist Business Development team with tender processes Assist with disciplinary and grievance hearings as required, ensuring commercial interests are weighed up against Company policy and legislation
 Represent HR and communicate initiatives and statistics at operational management meetings and conferences throughout the business-senior team meetings, GM meetings and Divisional meetings and conference in a HR Business-senior team meetings, GM meetings and Divisional meetings and conference with the ability
prioritise a busy workload, deliver to tight deadlines and function effectively under pressure 12 Month Fixed Term Contract Drive people rhythms and processes to optimise employee performance and development. Partner with appropriate HR resources on implementation of plans Identify behavioral change strategies including training and
 reinforcement as needed and partner with Talent Development team on delivery Partner and lead internal HR projects focused on process improvement, such as policy revision, process documentation and other projects as needed Manage a variety of complex employee relations issues in a fast paced environment including conducting investigations
as needed. Assist Loss Prevention Auditors in addressing employee relations or other Human Resource / Loss prevention issues Contribute to the business strategy by helping functional Leaders to identify, prioritize and build organisational capabilities - Facilitate initiatives aligned with the strategic agenda and associated culture and change
 management strategies - Ensure a timely response to required HR transactional items to enable recruitment and resolution of employee matters through the appropriate channels - Manage specific projects as determined in the HR strategy and participate in functional initiatives - Drive implementation of agreed people rhythms such as organisational
 talent reviews and annual performance and remuneration reviews - Identify appropriate talent development opportunities - Coach, counsel, and guide managers through performance and coaching to employees as required
 Effectively manage employee relations risks - Identify and drive the communication and sharing of best practices to facilitate continuous improvement - Ensure that a strong leadership and coaching culture permeates the organisation - Act as a liaison point between the business and HR COEs to ensure that services are aligned with client needs -
Develop and promote effective working relationships with HR Centres of Excellence and key business leaders within the designated client group - Identify new opportunities where HR can add value to the business Bachelor's degree in Human Resources or a related field - Post graduate qualifications advantageous - 5+ years experience in Human Resources or a related field - Post graduate qualifications advantageous - 5+ years experience in Human Resources or a related field - Post graduate qualifications advantageous - 5+ years experience in Human Resources or a related field - Post graduate qualifications advantageous - 5+ years experience in Human Resources or a related field - Post graduate qualifications advantageous - 5+ years experience in Human Resources or a related field - Post graduate qualifications advantageous - 5+ years experience in Human Resources or a related field - Post graduate qualifications advantageous - 5+ years experience in Human Resources or a related field - Post graduate qualifications advantageous - 5+ years experience in Human Resources or a related field - Post graduate qualifications advantageous - 5+ years experience in Human Resources or a related field - Post graduate qualifications advantageous - 5+ years experience in Human Resources or a related field - Post graduate qualifications advantageous - 5+ years experience in Human Resources or a related field - Post graduate qualifications advantageous - 5+ years experience in Human Resources or a related field - Post graduate qualifications advantageous - 5+ years experience in Human Resources or a related field - Post graduate qualification - 5+ years experience in Human Resources - 5+ years experience - 5+ 
 Resources - Strong knowledge of industrial / employee relations legislation Proactive in building business knowledge and applying experience within Financial services will be an advantage You will have excellent client servicing skills Relationship driven, you will
 be a strong communicator able to work with all levels of staff An independent and dynamic individual, you will also be an excellent team player Proficiency in Excel is essential Degree qualified, at least 10 years of experience in the Human Resources Field within Financial Services Fast-paced and detailed minded, able to recommend and implement
 Peoplesoft, and HR Systems Broad knowledge of HR processes and CS policies and procedures, inclusive of but not limited to: employee relations, performance management, recruitment, compensation, benefits, T&D, and the impact on
 the organization and human capital in the respective region Ability to manage expectations of senior leaders and colleagues through influence and persuasion. Supervises the complex quantitative and qualitative analyses of financial and workforce data Represents the needs of the business or function on an ongoing basis to maintain consistent plans
 impact multiple business units and/or countries 6-10 years of experience in multiple Human Resource (HR) functions and/or implementing HR programs Strong project management and process development skills Drive change
 management initiatives with a focus on shifts to culture, leadership and management requirements, and systems and processes Manage acquisition integration planning and executive assimilation Collaborate with Centers of Excellence to implement and deliver HR solutions and services in support of business objectives Leverage and integrate Annual
Cycle Programs to reinforce company-wide HR strategy: Workforce planning, Performance Management, Career Development, Executive Recruiting, etc Track record of Credible Activism Intuitive, conceptual, systems focused thinker with strong analytical and
problem solving skills Effective pacing, prioritization and sequencing of work Business Strategy Development Build and lead large scale structural and Organizational Design changes Assess, develop and coach executive and senior management teams (needs assessment and integration) Partners collaboratively across HR function 8+ years of HR
 experience or equivalent experience in roles of increasing complexity/scope Takes a proactive approach with business groups to anticipate, assess, and provide HR solutions in relation to business needs, with guidance as needed from HR Director Provides timely and effective advice on HR-related matters to employees and managers Partners with
other HR functional areas as needed to resolve internal customer issues Provide expert leadership, coaching and development opportunities to global Generalist Articulate vision and strategy via structured communication plan to ensure global Generalist Articulate vision and development opportunities to global Generalist Articulate vision and strategy via structured communication plan to ensure global alignment and delivery against people plan Challenge the status quo and conventional ideas by introducing
fresh, thought perspective on the people approach in the business and across the enterprise Develops and deliver presentations to executives and issues Leverage dedicated global recruiting partner and recruiting COE to ensure delivery of effective hiring plans by attracting the most
 talented, skilled and diverse workforce Identify and pursue career development strategies to engage and retain our talent Consults with managers to diagnose and analyze current and future leadership talent needs Provide expert counsel and coaching to support business leaders in their roles and with their own professional development Demonstrate
ability to integrate commercial knowledge and HR expertise to implement business to make decisions Encourages and models collaboration between enterprise HR and the business in order to deliver effective and efficient solutions to meet business
needs Capable of rapidly building strong, effective and trusted relationships and networks Creates and inspires trust and openness amongst colleagues and clients Strong communication skills, ability to influence and articulate a variety of issues to different audiences, tailoring messages accordingly Comfortable owning the details and driving
 execution as well as mapping out broader talent strategies Has proven set of skills and a breadth of knowledge that are of value to the business Previous front line business operations or leadership experience a plus Director Level/Managing Director and or 12-15 years of experience Ability to quickly adapt to changes in strategy and can work in a
high paced environment without administrative support Bachelor's degree in HR or related field (or equivalent working experience) required. Networked with industry contacts, association memberships, and associates. Need more resume templates? For more info, visit www.bph.pl or our profile on LinkedIn Provide comprehensive HR management
support to client group Drive and lead the development and implementation of HR policies and processes in line with general HR processes of the business Support managers in selection, performance management, individual development and leadership
coaching in a leadership development environment 3+ years of professional experience, ideally experience in IT business servicing Teamworker, but has the ability to work independently, take initiatives and follow up Proven ability to handle multiple and competing priorities Strong business accumen and analytical mind set 10+ years of experience in IT business servicing Teamworker, but has the ability to work independently, take initiatives and follow up Proven ability to work independently, take initiatives and follow up Proven ability to work independently, take initiatives and follow up Proven ability to work independently, take initiatives and follow up Proven ability to work independently, take initiatives and follow up Proven ability to work independently, take initiatives and follow up Proven ability to work independently, take initiatives and follow up Proven ability to work independently, take initiatives and follow up Proven ability to work independently, take initiatives and follow up Proven ability to work independently, take initiatives and follow up Proven ability to work independently, take initiatives and follow up Proven ability to work independently, take initiatives and follow up Proven ability to work independently and the proven ability and the proven ability
roles of complementary responsibility and scope Strong business acumen and demonstrated success in establishing advisory business relationships Courage to address strategic issues or propose systemic solutions others are reluctant to address strategic issues or propose systemic solutions others are reluctant to address strategic issues or propose systemic solutions others are reluctant to address strategic issues or propose systemic solutions others are reluctant to address strategic issues or propose systemic solutions others are reluctant to address strategic issues or propose systemic solutions others are reluctant to address strategic issues or propose systemic solutions others are reluctant to address strategic issues or propose systemic solutions others are reluctant to address strategic issues or propose systemic solutions of the strategic issues of the str
HR programs and interventions and delivering HR solutions that are effective in addressing key business issues and aligned with business strategies Relationship builder, collaborator and integrator focused on client service Creative problem-solver focused on opportunity and growth Provides strategic HR consulting and problem
resolution to the IT business area of Shared Services; demonstrates an unbiased and neutral posture in decision making and problem resolution to ensure that risk to the company is mitigated Organizational Design and Development experience is a plus A thorough understanding of the intricacy of cultural transformation and the related affects Leads
implementation of human capital strategy requirements to successfully execute client business strategy Anticipates future HR resource requirements of client based on business, industry and market conditions Evaluates the results of HR initiatives that impact client based on business, industry and market conditions Evaluates the results of HR initiatives that impact client based on business, industry and market conditions Evaluates the results of HR initiatives that impact client based on business, industry and market conditions Evaluates the results of HR initiatives that impact client based on business, industry and market conditions Evaluates the results of HR initiatives that impact client based on business, industry and market conditions Evaluates the results of HR initiatives that all relevant and required processes and
procedures are followed; ensures the presence of standards and procedures to support operational needs of the business in a flexible, efficient, and secure environment Identifies and researches new approaches, strategies and processes to address a business in a flexible, efficient, and secure environment Identifies and researches new approaches, strategies and processes to address a business in a flexible, efficient, and secure environment Identifies and researches new approaches, strategies and processes to address a business in a flexible, efficient, and secure environment Identifies and researches new approaches, strategies and processes to address a business in a flexible, efficient, and secure environment Identifies and researches new approaches, strategies and processes to address a business in a flexible processes and a f
 initiatives/projects and/or team, delivering focused service Individual will support the Client Systems, Asset Management Systems and Architecture groups located primarily in Charlotte, N.C. and New York City and New Jersey.
 Understand the value drivers of the BBC and is commercially aware Ability to lead and get the best out of everyone in multi-disciplinary teams Being highly involved with a technology division at all levels. (10 years) Generalist experience working within HRBP model (7 years) Blend of generalist and organization development experience preferred
 BA/BS degree required. Delivers the best fit people solutions by ensuring the highest quality and best value results for their service lines Works closely with the people leads and at times, individuals from the business leadership to assist them with the people leads and at times, individuals from the business leadership to assist them with the people leads and at times, individuals from the business leadership to assist them with the people leads and at times, individuals from the business leadership to assist them with the people leads and at times, individuals from the business leadership to assist them with the people leads and at times, individuals from the business leadership to assist them with the people leads and at times, individuals from the business leadership to assist them with the people leads and at times, individuals from the business leadership to assist them with the people leads and at times, individuals from the business leadership to assist them with the people leads and at times, individuals from the business leadership to assist them with the people leads and at times, individuals from the business leadership to assist them with the people leads and at times, individuals from the business leadership to assist them with the people leads and at times, individuals from the business leadership to assist them with the people leadership to assist the people leaders
East India & Africa (EMEIA) FSO people proposition and initiatives. Masters degree and PHR certification preferred. Consult on proposed promotions, as well as help drive the annual focal review process HR Centres of Excellence (COE) support (e.g. Reward and Global Mobility) HR Business Partner (BP) support and responding to employee
enquiries Talent Acquisition Support Ability to deliver with accuracy and speed Intermediate on Microsoft Excel Intermediate on the task in hand whilst being able to see the bigger picture Strong work ethic - ability to work on their own initiative and manage own time effectively
Ability to handle large volumes of varied tasks/data and react positively in a pressurised environment Ability to build effective and trusted relationships across the HR function and in particular with the Business Partners Background in financial services or professional services preferred Previous experience of working in Human Resources essential
 BS or BA Degree required, MA preferred Bi-lingual, Spanish a plus Minimum of 8 years of recent professional Human Resources experience; distribution or warehouse experience a plus Advanced skills in Windows, Word, Excel, Internet and PowerPoint Superior verbal and written communication skills - must be friendly, compassionate and
approachable Candidates should possess a Master of Science degree in business, HR or related field required and/or an M.B.A. or equivalent and more than eight years work experience. Understands basic employment law in each office to ensure statutory compliance Researches employment issues related to full employee life cycle. You do not have
to comply with the license for elements of the material in the public domain or where your use is permitted by an applicable exception or limitation. Assist managers in developing the careers of their staff Partner with the business to identify and attract, retain, and develop diverse talent Partner with clients to design organisational structure
including efficiency reviews and strategic support in developing headcount initiatives e.g. location strategy, restructures Participate in various forums as needed Experience of implementing HR programmes/driving HR specific projects Ability to generate solutions to new situations based on prior HR experience Strong risk and control mind set
demonstrated through awareness of HR's role in governance and control HR experience gained in financial services industry. - Can work at tactical and strategic levels to deliver on the HR and business strategy. Masters preferable 10+ years HR experience with a minimum of five years at business partner level Strong operational experience required
(recruitment, employee relations, compensation and benefits, policy projects) Prior experience in the services industry is important US Multinational experience in the HR field with an ability to apply them into a working environment.
 Become an idea generator and champion for innovation with focus on the highest-value opportunities for the clients in the region Participate in projects across the division and foster an environment of innovation; leveraging internal and external best practices. Analyze processes, data and trends to make recommendations and plan for continuous
improvements Ability to manage multiple tasks while remaining proactive and flexible in style Excellent verbal and written communication skills with a proactive communication skyle Partner with business leaders, supporting the development and execution of strategy and plans and from a HR perspective Manage complex HR-related issues as they
 arise, including issues related to employee relations, HR policies and procedures, talent management, reward, recruitment and retention, learning and development, and organisational change Provide HR assistance and advice to leaders and employees on
matters such as employment conditions and policy, recruitment, performance management and annual appraisal process, retention initiatives, talent development, salary/bonus planning, banding, employee benefits Work as a key member of the HR team to on HR initiatives Engage leaders to build solid leadership relationships and implement talent
management strategies across designated client group Liaise with any relevant external providers/bodies i.e. recruitment agencies, legal counsel, and government bodies on relevant HR issues Complete role related HR tasks as required such as dashboards, ensure Oracle HR accuracy, employee relocation Tertiary qualifications in Human Resources
or related discipline eg. There will be some direct involvement in ER issues under guidance of the ER advisor Work with and coach managers & employee performance improvement plans and/or employee performance in ER issues under guidance of the ER advisor as needed to conduct ER
investigations Coach managers and work to resolve Absence Management issues Monitor and advise managers on the probation process as well as recommending courses of action. You may do so in any reasonable manner, but not in any way that suggests the licensor endorses you or your use. Design and deliver targeted solutions, including
strategic planning, visioning, change management and team building Manage the implementation of key HR processes in close partnership with managers (e.g. performance cycle, employee engagement survey action planning etc.) Provide strategic business partnership to senior executives and provide executive coaching to top leaders Provide
expertise, facilitation and execution of employee relations matters Drive data lead decision-making through analysis of key people metrics 10+ years experience in a growth environment (preferably in a technology, media or high-tech organization) 6+ years experience in a growth environment (preferably in a technology, media or high-tech organization) 6+ years experience in a growth environment (preferably in a technology, media or high-tech organization) 6+ years experience in a growth environment (preferably in a technology, media or high-tech organization) 6+ years experience in a growth environment (preferably in a technology, media or high-tech organization) 6+ years experience in a growth environment (preferably in a technology, media or high-tech organization) 6+ years experience in a growth environment (preferably in a technology, media or high-tech organization) 6+ years experience in a growth environment (preferably in a technology, media or high-tech organization) 6+ years experience in a growth environment (preferably in a technology, media or high-tech organization) 6+ years experience in a growth environment (preferably in a technology, media or high-tech organization) 6+ years experience in a growth environment (preferably in a technology, media or high-tech organization) 6+ years experience in a growth environment (preferably in a technology) 6+ years experience in a growth environment (preferably in a technology) 6+ years experience in a growth environment (preferably in a technology) 6+ years experience in a growth environment (preferably in a technology) 6+ years experience in a growth environment (preferably in a technology) 6+ years experience in a growth environment (preferably in a technology) 6+ years experience in a growth environment (preferably in a technology) 6+ years experience in a growth environment (preferably in a technology) 6+ years experience in a growth environment (preferably in a technology) 6+ years experience in a growth environment (preferably in a technology) 6+ years e
understanding of the business Knowledge of India employment practices and industry trends Ability to analyze trends and propose recommendations Provides consultation, advice and guidance to managers and employees on HR programs,
policies and tools Understands assigned client groups' business plan and identifies impacts to talent resources Supports special projects as necessary Provides informal guidance to colleagues with less experience Educates employees and managers and serves as a credible resource on HR policies and procedures Designs, implements and monitors a
 variety of human resource programs across the business unit/function Builds advanced knowledge of HR tools and processes and makes recommendations regarding the human resource structure, resources, policies and processes and makes recommendations regarding the human resource structure, resources, policies and processes and makes recommendations regarding the human resource structure, resources, policies and processes and makes recommendations regarding the human resource structure, resources, policies and processes and makes recommendations regarding the human resource structure, resources, policies and processes and makes recommendations regarding the human resource structure, resources, policies and processes and makes recommendations regarding the human resource structure, resources, policies and processes and makes recommendations regarding the human resource structure, resources, policies and processes and makes recommendations regarding the human resource structure, resources, policies and processes and makes recommendations regarding the human resource structure, resources, policies and processes and makes recommendations regarding the human resource structure, resources, policies and processes and makes recommendations regarding the human resource structure, resources, policies and processes and processes and processes are recommendations.
practices in the business unit /function, and educates the business as needed to ensure compliance with local and national regulations Leads planning discussions with internal customers to understand their strategies and challenges and identify opportunities to meet their needs Approaches HR program assignments with a broad perspective on the
 way business is done within the organization; considers rules, regulations, and time frames of core business, as well as impact on end users when implementing new HR practices within each function/ division and understands how to
 move decisions forward Demonstrates sensitivity to differing needs by identifying unstated agendas of others and determining ways to work through them Builds and maintains a network of colleagues, peers and other key stakeholders across the organization to accomplish objectives Functions as a trusted advisor to managers, teams and individual
employees to help maintain an environment that supports the business objectives while being sensitive to employees and the quality of work life Analyzes the organizational structure; works closely with business leaders to determine changes to organizational structure; works closely with business leaders to determine changes to organizational structure; works closely with business leaders to determine changes to organizational structure; works closely with business leaders to determine changes to organizational structure; works closely with business leaders to determine changes to organizational structure; works closely with business leaders to determine changes to organizational structure; works closely with business leaders to determine changes to organizational structure; works closely with business leaders to organizational structure; works leaders to organization structure; works leaders to organization structure; works leader
objectives Demonstrates sensitivity to differing needs, agendas and conflicts, and coaches managers to determine the best ways to work through them Manages dynamics of change by ensuring key people are engaged to help identify and remove barriers to successful implementation Identifies the need for change and acts as a catalyst of change by
 imitating and facilitating new, non-conventional ways of working to support the business Proactively solicits feedback from internal customers and takes action for continuous improvement. Partnered with hiring managers to determine recruitment strategies. (3-5 years) Generalist experience working within HRBP model 10+ years of experience in an
HR Diversity Inclusion setting Experience working with a population of 500+ (preferably in a Not for Profit setting) PHR and SHRM preferred The Electronics Research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research Laboratory (ERL) supports the entire global mix of Volkswagen Group Brands by research the entire global mix of Volkswagen Brands by research
 automotive-related concepts. The Consultant provides dedicated support to managers and employees The Human Resources Consultant provides services that include: staffing; employee orientation; recruitment; Global Assignment and Immigration support; pay administration; training; employee orientations; and policy administration and
implementation of key human resources initiatives that support the needs of the business Provides planning and support to clients for the for PMP, merit pay, and bonus programs. Master's degree preferred 5-8 years of previous experience as an HR generalist Multi-level recruitment experience Previous experience in a union environment preferred A
 working knowledge of employment laws PHR / SPHR certification desirable Provide generalist and operational HR advice to Leaders and employees on a diverse range of issues Provide administrative systems support to HR generalists to support recruitment and organisational changes Coach and guide Leaders in performance and consequence
 management issues, effectively managing employee relations risks Work with Leaders to evaluate escalated HR projects as required Support HR Directors & Leaders in implementing organisational restructuring activities Manage allocated HR projects as required
Develop and promote effective working relationships with the A&NZ HR COEs (HR Operations, Talent Recruitment, Learning & Development) This role may be asked to take on other responsibilities to meet changing business requirements Tertiary qualifications in Human Resources or a related discipline ideal Minimum of three years relevant HR
generalist experience Sound knowledge of employment laws and practices, including experience in undertaking employee investigations Working in a regulated industry and a complex geographically dispersed global organisation is advantageous Together with the HRBP team and
 aligned HR partners & clients lead and drive projects- example topics include diversity and engagement, workforce planning, transformational/organization design projects, leadership and talent development, employee survey, core cycle execution, facilitation of talent review & succession planning Shape the overall people strategy for aligned area
and be accountable for partnering with HR colleagues to design & deliver end to end solutions in line with business requirements Address cultural and complex organisational problems in partnership with business and functional heads/
executive committee members on HR initiatives affecting the region/business, Contribute to the achievement of financial results, secure cost and efficiency savings and manage associated risks Deliver business plan and processes, including but not limited to *Telephone Interviews will be held 14th May and a Assessment Centre will be held on the 21
May*** Work with leaders to assess the overall current and future resource and talent levels across the department and long-term strengths, gaps and needs, incorporating diversity. 15 HR Business Partner Resume Examples & Guide for 2025. Partnered with managers to determine top performers and provide them
 with tools to grow them as leaders. Corresponds with HRIS team for making any changes to data using SAP Partners with recruiting team to facilitate recruitment, interviewing, assessment, and placement efforts for new hires and promotions/transfers. Seeks opportunities for continuous improvement, speaks up and offers suggestions for change
Drafts all required documentation for staff in each office Partners with outside counsel to address employment issues and inquiries in Seoul, Hong Kong, Shanghai and Tokyo. We want to be perceived as the #1 bank in fair play and trust by customers, employees, partners and the community. Or underlying issues in complex situations Strategic
Influence & Negotiation: Intention and ability to persuade, convince, and influence others in order to gain support to achieve specific goals/tasks, complete a project, or meet organizational objectives HR Policy: Strong knowledge and applicability of HR policies, procedures and practices Consulting & Customer Serviceability and genuine desire to
help or serve internal customers and meet their needs Computer Skill: Strong computer skills required including MS Outlook, Word, Excel, and PowerPoint Ethics & Integrity: Ability and genuine desire to act in a trustworthy & transparent manner, while also carefully considering the confidentiality of information; understanding the impact and
consequences when making decisions and taking action Teamwork & Cooperation: Ability and genuine intention to work cooperatively with others and be part of a team, as opposed to working separately or competitively to further one's own agenda Self-Confidence: Ability to express confidence in dealing with increasingly challenging circumstances
in reaching decisions or forming opinions and in handling failures or set-backs constructively Organizational Commitment: Ability and willingness to align one's own behavior with the needs, priorities and goals or meet organizational needs Time Management: Ability to
prioritize competing demands, and manage multiple concurrent tasks Developing & Coaching Others: Intention and feedback to enhance performance University degree in Business, Human Resources, Psychology or
 other related field of study required. Conducts investigations for employment related claims Proactively identifies the need for employee learning and development, retention strategies, succession planning and career development Experience working with and influencing executive and management level partners, including consulting on employee
relations, leadership development, change management, and related strategies and programs Effective strategi
process, work flow and systems designer; good at figuring out what to measure to track progress; sets up programs and systems that can almost manage themselves and fix a work problem; always looking for incremental process
 improvements Provide recommendations to leaders to integrate human resource best practices into their decision-making and business, or related field is desired Professional certification in Human Resources preferred
Minimum of 3 years of Human Resource experience in HR operations and/or Organizational Effectiveness departments in a leadership or senior individual contributor role HR Consulting and business partnering experience in HR operations and/or Organizational Effectiveness departments in a leadership or senior individual contributor role HR Consulting and business partnering experience in HR operations and/or Organizational Effectiveness departments in a leadership or senior individual contributor role HR Consulting experience in HR operations and/or Organizational Effectiveness departments in a leadership or senior individual contributor role HR Consulting and business partnering experience in HR operations and/or Organizational Effectiveness departments in a leadership or senior individual contributor role HR Consulting experience in HR operations and/or Organizational Effectiveness departments in a leadership or senior individual contributor role HR Consulting experience in HR operations and/or Organizational Effectiveness departments in a leadership or senior individual contributor role HR operations and/or Organizational Effectiveness departments in a leadership or senior individual contributor role HR operations and organization or senior individual contributor role and organization organ
change management, organizational development, adult learning and learning development is preferred Proven ability to make sound business decisions within the bounds of labor laws Must quickly establish credibility at all levels within the bounds of labor laws Must quickly establish credibility at all levels within the bounds of labor laws Must quickly establish credibility at all levels within the organization and have the ability and desire to embrace change Is comfortable challenging the status quo and
 willing to 'roll up their sleeves and get things done' as well as possess a 'can do' attitude Must demonstrate highly effective interpersonal communication skills and a desire to coach and develop others to ensure 'best in class' delivery of HR services Demonstrated ability to work effectively under pressure, independently and within a collaborative team
oriented environment Must be detail-oriented, analytical, able to work well under deadlines in a changing environment, and able to perform multiple tasks effectively and concurrently Understanding of how IT/hardware/software/business works together Strong problem solving skills, including the ability to lead in an ambiguous/fluid environment
Ability to drive work in a highly matrixed organization Labor law knowledge Strong English & French language skills Develops and leads planning, design, implementation, communication and delivery of the company's HR initiatives across a region or large business group Actively partners with and influences clients at the Senior Vice President (SVP)
and Vice President (VP) level Drives strategies and initiatives at the regional/global/business group level by exercising some governance oversight in one or more areas (e.g., key policy decisions, requisition approval, resolution of high-impact disputes) Coordinates a team of Managers and Senior Individual Contributors for a business function, and/or
region by setting overall program initiatives, allocating financial and human capital for programs/projects, as well as ensuring timely and effective delivery of human resource programs May be responsible for significant dotted-line employee reporting relationships Manages organization-wide plans that impact multiple business units and functions
 globally Typically partners with Managers, VPs and SVPs Typically 12+ of business partner experience with significant strategic experience, including senior management influence Superior ability to provide HR consultation to senior managers and employees on HR issues regarding employee relations, staffing, compensation, HR policies and
performance management Ability to work in a collaborative manner and develop strong working relationships with clients, employees and HR colleagues Strong project management and prioritization skills - written, oral
and presentation Ability to manage complex administrative processes concurrently Understands HR's role in corporate environment Understands and supports the range of functions and initiatives HR brings to bear on work-life Workforce Planning & Development Values the
role of human capital and strives to optimally develop this resource for the benefit of the corporation Develops methods for supporting innovation and change across the organization Approaches problems in a rational manner using sound strategies that ensure comprehensive understanding and effective resolution Represents the full spectrum of
Human Resource (HR) functions, programs, and processes within a global business or function. Demonstrated knowledge of core HR functions such as talent acquisition, talent management, organizational development, compensation, diversity & inclusion, and employee relations required A broad understanding of risk management and/or legal and
compliance businesses for financial services, including, but not limited to job responsibilities, and industry best practices as it relates to structure and talent Proven ability to create successful internal partnerships to support business initiatives.
restructuring, coaching, and training Excellent interpersonal skills and building relationships with internal and external customers Ability to travel between two Louisiana properties (Monroe and Shreveport) Partner closely with senior business strategy, including
people management, reward strategy, succession planning and strategic hiring Manage the relationship between HR and leading business results, client relationship and effectiveness Proactively provide consultative services to the business in Talent Management and Talent Development Partner with
colleagues in HR Service Delivery, HR Recruiting, Reward and Talent & Development to ensure the delivery of innovative and effective HR solutions across all HR processes 25% of Time - Strategic Workforce Planning BA/BS required, MBA preferred Experience in the pharmaceutical industry preferred, with prior experience supporting the Clinical
R&D, Global Regulatory Affairs or Pharmacovigilance functions strongly desirable Demonstrate thought leadership and discipline towards ensuring a high standard of quality in analytics, decision making and execution Work with Senior HR Business Partners to drive and execute as needed hypothesis testing, presentation and meeting preparation,
benchmarking and expressing thoughtful, data driven opinions Be able to take on independent client coverage over time through ongoing development of skills and knowledge Bachelors degree required, preferably in a business or quantitative field 3+ years of experience preferably in Human Resources, science (clinical research) or analytical
positions Able to assess situations using both qualitative and guantitative factors Able to multi-task and coordinate competing priorities Have the confidence and maturity to express thoughtful, data driven opinions and be able to present to senior management as needed Be able to provide HR consultation to managers and employees on (some or all
of) issues regarding staffing, compensation, employee relations, policies and performance management and leadership skills Sound knowledge of company's personnel management & practices as well as company policies Help build and maintain effective
teams Independent, resourceful and takes initiative Lead out the design and co-ordinate the delivery of the group-wide Management/Leadership development programmes Implement and support functional competency development programmes Implement and support functional competency development programmes Implement and support functional competency development programmes Implement Implement Implement Implement Implement Implement Implement Implement Imple
maintain close working relationships with divisional HR business partners to understand key business objectives, priorities, and direction to ensure the learning and development Provide HR business support to the functional
director and the finance team Advise the Director and team in relation to discipline, grievance, current legislation and best practice Coach the finance line managers to ensure: structure design, performance management fairness and consistency, problem solving/ open door consistency, engagement and communication processes/mechanisms are
effective Own the training of all managers in the Company's HR policies and procedures Provide consultancy and advice on Organisation Educated to degree level in HR or Learning & Development Proven track record
in a similar role with broad training and project management experience A minimum of 3 years' experience in a HR Business Partnering role Good internal communication skills Strong Change Management experience Excellent interpersonal and presentation skills with the
ability to quickly establish credibility Ability to build relationships and deal confidently with internal customers and external service providers Generally 6+ plus years of relevant global HR experience, including a demonstrated ability to provide HR consultation to senior managers on strategic initiatives Demonstrated experience with operating
effectively within a matrixed organization Strong results orientation with ability to prioritize and drive multiple projects while remaining proactive and flexible in style Strong ability to work across reporting lines and partner with colleagues outside direct group Experience supporting a global client base; familiar with regional HR differences
Demonstrated ability to make sound decisions and be creative in developing alternative solutions in a fast-paced environment Must be able to influence and push back on senior managers Represent HR at the business table and manager the relationship between HR and leading business decision makers; accountable for HR business results and
customer relationship and effectiveness Define business requirements and confirm suitability to shape HR Strategy, programs, processes and services to fulfil business to further talent initiatives Partner with HR colleagues in Service Delivery and HR
Centers of Expertise (e.g Reward, Talent Acquisition, Talent Management) to ensure the delivery of innovative and effective solutions to clients across the full range of HR services Experience developing people strategies and in depth talent management knowledge You will support the Global Head of COO/Finance HR and provide project
management leadership for a variety of HR initiatives as well as selected business management tasks (such as cost and headcount management/meeting governance) for the CC HR BP team You will work closely with the senior HR BPs to project manage and ensure coordination with the CoEs (e.g Talent, Reward) and where appropriate Service
Delivery, as well as on occasions liaising directly with the clients, Business COOs and other functions to coordinate and ensure delivery of a range of HR and business led initiatives, providing the Global Head of COO/Finance HR with status updates on an accurate and timely basis You will partner with the HRBPs team and aligned partner on various
initiatives, leading and driving projects - example topics include diversity and engagement initiatives, workforce planning, transformational projects, leadership and talent development, employee survey, core cycle execution, facilitation of succession planning You will be managing and co-ordinating a team of aligned HRBP support staff in multiple
locations to achieve the team's objectives and ensure a consistent approach and delivery Participate as a strategic business partner, change agent and member of the line management staff Drive organizational structure, content of jobs, and establishment of performance standards within EIS Oversee company-wide and division-wide programs and
initiatives within EIS Partner with the extended HR team to bring in HR functional specialists as appropriate Partner with Talent Acquisition to build great teams Manage employee relations issues. Guides leaders on effective solutions for addressing disciplinary and other complex issues Promotes efforts to measure employee satisfaction within
supported client groups, and facilitates action planning to improve employee engagement. Understands when to escalate Able to present and discuss issues at senior leader meetings and events Participate and lead global People Agenda projects and
workstreams Provide creative and pragmatic advice/guidance to business heads and management teams to effectively manage and resolve human capital issues (org changes, future skill requirements, succession plans, talent, change management and CIB integration initiatives and plans etc) whilst ensuring all actions conform to regulatory/
legislative requirements best practice and corporate policies Partner with the HRST team to ensure high quality end to end HR support is provided to clients Lead and drive specific location regulatory and/or policy projects Manage global relationships with HRBP and specific location regulatory and/or policy projects Manage global relationships with HRBP and specific location regulatory and/or policy projects Manage global relationships with HRBP and specific location regulatory and/or policy projects Manage global relationships with HRBP and specific location regulatory and/or policy projects Manage global relationships with HRBP and specific location regulatory and/or policy projects Manage global relationships with HRBP and specific location regulatory and/or policy projects Manage global relationships with HRBP and specific location regulatory and/or policy projects Manage global relationships with HRBP and specific location regulatory and/or policy projects Manage global relationships with HRBP and specific location regulatory and/or policy projects Manage global relationships with HRBP and specific location regulatory and/or policy projects Manage global relationships with HRBP and specific location regulatory and/or policy projects Manage global relationships with HRBP and specific location regulatory and/or policy projects Manage global relationships with the HRBP and specific location regulatory and/or policy projects Manage global relationships with the HRBP and specific location regulatory and/or policy projects Manage global relationships with the HRBP and specific location regulatory and/or policy projects Manage global relationships with the HRBP and specific location regulatory and/or policy projects Manage global relationships with the HRBP and specific location regulatory and/or policy projects Manage global relationships with the HRBP and specific location regulatory and specific location regulatory and specific location regulatory and specific location regulatory and specific location regulato
Asia business at a macro and where necessary micro level HR representative at the local HK Technology Council supporting the business around country specific people topics. Follow-up on leads, participant lists, etc Responsible for scanning the marketplace for trends and obtaining information on competitive positioning. Become an idea generator
and champion for innovation with focus on the highest-value opportunities for the clients in the region. - Embraces and leads change with resilience and agility. Demonstrated ability to make sound decisions and be creative in developing alternative solutions in a very fast-paced environment Able to demonstrate a sense of urgency and apply good
judgment Excellent communication and interpersonal skills; Commercial mindset Strong PC skills with hands-on-experience in Excel and Word. supporting the business to develop and drive a culture of inclusion Participating in HR project teams as required to achieve corporate plan objectives Degree qualified, you will have at least 10 years HR
generalist experience within investment banking or corporate banking Strong business partnering skills are essential with a proactive approach to manage relationships at senior level Fluency in verbal and written English and Chinese is a must Drive HR initiatives and projects (e.g. mobility, diversity, etc.) Build partnerships, establish and maintain
productive business relationships with key clients, stakeholders and colleagues Partner with L&D to ensure the training and development activities within the business produce the skills and knowledge required to meet the future needs of the business.
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