

CAREER OPPORTUNITY

GROUP CHIEF HUMAN RESOURCES OFFICER

Our Client, is one of the leading companies in the Oil & Gas sector. It seeks to appoint a visionary Group Chief Human Resource Officer to plan, lead, direct, and coordinate the policies, activities, and staff of the HR department. The Group CHRO will ensure the development and execution of a human resource strategy supporting the organization's mission and talent strategy. The Group CHRO will provide strategic leadership by articulating HR needs and plans to the executive management team and the board of directors.

KEY RESPONSIBILITIES:

- Act as a business partner to the Senior Leadership to enable the business and align HR strategy with the overall business strategy and goals.
- Develop and implement human resources strategies that support the organization's overall mission, vision, and strategic objectives.
- Plan, lead, and coordinate implementation of policies, processes, training, initiatives, and surveys to support the organizations' human needs.
- Function as a strategic business advisor to our client and its subsidiaries on key organizational and management challenges.
- Oversee the administration of human resource programs, including total reward, talent acquisition, capability development, performance management, grievance & disciplinary matters, talent management, and learning & development.
- Monitor and ensure the organizations compliance with employment laws and regulations and recommend best practices, review and modify policies and practices to maintain compliance.
- Maintain knowledge of trends, best practices, regulatory changes, and new technologies in human resources, talent management, and employment law; applies this knowledge to communicate changes in policy, practice, and resources to senior management.
- Facilitate professional development, training, and certification activities for HR staff.

QUALIFICATIONS, EXPERIENCE AND SKILLS REQUIRED:

- MBA or MA/MS in human resources or related field preferred.
- A minimum of 20 years of HR experience, with at least five years of executive HR experience.
- Excellent verbal and written communication skills.
- Excellent interpersonal and negotiation skills.
- Excellent organizational skills and attention to detail.
- Excellent time management skills with a proven ability to meet deadlines.
- Strong analytical and problem-solving skills.
- Strong supervisory and leadership skills.
- Ability to adapt to the needs of the organization and employees.
- Ability to prioritize tasks and to delegate them when appropriate.
- Thorough knowledge of employment-related laws and regulations.
- Proficient with Microsoft Office Suite or related software.
- Proficiency with or the ability to quickly learn the organization's HRIS and talent management systems.

If you have the required experience and qualifications to take up this challenging role, you are requested to apply by **May 12, 2024** at <http://jobs.hrs-int.com>

Age of the candidate should not be more than 55 years at the time of application submission.

Only shortlisted candidates will be contacted.

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