CAREER OPPORTUNITY

COMPANY OVERVIEW

Our Client, a Karachi based company, seeks to appoint an experienced and seasoned professional for HR Shared Services, Digitization & Rewards to revolutionize HR operations, leveraging cutting-edge technology to enhance efficiency and elevate the employee experience. With a focus on digitization, HRIS implementation, and strategic rewards management, you will lead a team to drive innovation, optimize processes, and shape the organization's future in talent management.

"SENIOR MANAGER – HR SHARED SERVICES, DIGITIZATION & REWARDS"

Key Responsibilities

- Lead the digital transformation of HR processes and systems, leveraging technology to streamline operations, improve efficiency, and enhance employee experience.

- Lead the digitization efforts within the HR department, including the implementation of HRIS.

- Manage all HRIS procedures, training materials, workflows, and policies, to ensure process and methodologies are followed.

- Lead upgrades, enhancements, testing, validation, and systems performance.

- Manage HR shared services functions, including HR administration, employee inquiries, and HR transactional support, ensuring high-quality service delivery and adherence to service level agreements (SLAs).

- Continuously evaluate and improve HR processes, systems, and tools to streamline workflows and enhance user experience.

- Establish standardized processes, procedures, and workflows for HR shared services operations, focusing on efficiency, accuracy, and compliance with regulatory requirements.

- Conduct market research and benchmarking to evaluate the competitiveness of the company's rewards packages, analyze trends, and make data-driven recommendations for enhancements.

- Partner with senior leadership and HR business partners to develop salary structures, merit increase guidelines, and bonus programs.

- Lead the development and implementation of a comprehensive people analytics strategy, leveraging data to provide insights into workforce trends, employee engagement, and performance.

Education

- Minimum 16 years of Education, from a renowned HEC recognized university or institute equivalent foreign degree holder institution, in relevant field preferably in IT, Human Resources or Business administration.

Experience

- Minimum 7-8 years of professional experience, preferably in a large national/multinational organization with a focus on HR shared services, people analytics, and HR operations with at least 4-6 years of related functional experience in designing and implementing top tier HCM applications (SAP SF and Oracle) and integrations.

Requirements:

- Strong analytical skills with 4+ years of experience in data analysis, interpretation, and reporting.

- Highly analytical with the ability to identify, troubleshoot and resolve system issues.

- Strong understanding of HR processes, functions, and best practices, with knowledge of industry trends, regulatory requirements, and compliance standards.

- Experience in compensation and benefits management, with a proven track record of designing and implementing effective rewards and recognition programs.

- Excellent leadership, communication, and interpersonal skills, with the ability to lead cross-functional teams, influence stakeholders, and drive alignment towards common goals.

Age

- The candidate should preferably be not more than 40 years of age as of the last date of application.

If you have the required experience and educational qualification to take up the challenging role, you are requested to apply by **April 21st , 2024** at **http://jobs.hrs-int.com/**

Only shortlisted candidates will be contacted.

www.hrs-int.com