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As the Emiratization Manager, you will play a pivotal role in crafting and executing innovative strategies that not only meet government regulations but also elevate Grant Thornton UAE's reputation as a leader in Emiratization. Reporting directly to the People & Culture Director, you will collaborate closely with cross-functional teams and external partners to drive Emiratization excellence.

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Responsibilities

Strategy: Establish and spearhead the Emiratization function, designing and implementing a robust Emiratization strategy that aligns with our business objectives and industry best practices

Talent Development: Collaborate closely with our People & Culture department to identify, attract, and develop Emirati talent

Employee Engagement: Drive employee satisfaction, motivation, engagement, and retention through building relationships and implementing initiatives

Community Engagement: Organize UAE National workshops, participate in career fairs and open days, and build strong relationships within the UAE talent ecosystem, including educational institutions and government entities

Compliance and Best Practices: Stay vigilant about labour law, regulations, and industry

standards, ensuring our practices remain compliant and up-to-date

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Requirement

Bachelor's degree in Human Resources, Business Administration, or a related field

UAE National, preferably with a Family Book

7

years of proven experience in Emiratisation initiatives within the private sector, ideally in an international organisation

Record of networking within the UAE talent ecosystem, including building relationships with educational institutions and government entities

Strong understanding and hands-on experience across all HR functions, including talent acquisition, learning and development, talent management, compensation and benefits, employer branding, EVP, and workforce planning

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