

United Arab Emirates Jobs Expertini®

Emiratization Lead (UAE National)

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Company: Gargash Group

Location: Dubai

Category: healthcare-practitioners-and-technical

Job Overview

Emiratization Lead is responsible to lead and oversee the group's Emiratization initiatives. This job plays a pivotal role in implementing the group's commitment to nationalization and ensuring the development and growth of Emirati talent within the group.

Key Responsibilities

Develop and execute a comprehensive Emiratization strategy in alignment with the group's objectives and the UAE's nationalization goals.

Collaborate with the HR Operations team to identify, attract, and recruit Emirati talent both internally and externally.

Develop innovative recruitment strategies.

Work with the Talent team to design and manage training and development programs to enhance the skills and competencies of Emirati employees, fostering their career growth and advancement.

Stay up to date with Emiratization regulations and ensure the company's compliance.

Prepare and submit necessary reports to relevant government authorities, as well as the management team.

Create a supportive and inclusive work environment that promotes the engagement and satisfaction of Emirati employees.

Establish mentorship and coaching initiatives to facilitate the integration and career progression of Emirati staff members.

Build strong relationships with government entities, educational institutions, and industry associations to enhance workforce development and nationalization efforts.

Drive diversity and inclusion programs that promote an inclusive workplace for Emirati and all employees.

Analyse and report on Emiratization metrics, such as workforce demographics, retention rates, and career advancement, to guide continuous improvement efforts.

Uphold company values throughout business practices and utilise sound judgment in decision making.

Any other additional duties may be required by management based on needs of the business.

Key Requirements

A minimum of 5-7 years of experience in the field of Human Resources.

Proven experience in Emiratization or nationalization programs, preferably in a lead role.

Educational Qualification

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

A Master's degree is a plus.

Skills/Behaviour Attributes

Deep knowledge of Emirati labour laws and nationalization regulations.

Strong understanding of the local job market and talent pools.

Exceptional interpersonal and communication skills.

Excellent project management and organizational abilities.

Capability to establish and maintain effective relationships with internal and external stakeholders.

Results-driven with a commitment to achieving Emiratization targets.

Proficiency in Microsoft Office Suite and HR software applications.

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