

United Arab Emirates Jobs Expertini®

GROUP DIRECTOR - HR BUSINESS PARTNER United Arab Emirates Posted on 04/17/2024 Trending

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Company: DP World

Location: , , United Arab Emirates

Category: office-and-administrative-support

JOB PURPOSE:

The GroupDirector - HR Business Partner (DHRBP) is a leadership partner who develops and executes organisational strategies that align structure, culture and talent with business goals.

The role is responsible for proactively aligning human resource initiatives and programmes with business objectives of assigned business unit / division / function.

This role is the first point of contact for managers and employees to counsel, coach and support on HR matters and employee related questions. The DHRBP formulates partnerships across the business to deliver value-added service and integrated solutions to management and employees that supports and enables high productivity.

KEY ACCOUNTABILITIES:

Provides expertise and guidance in all areas of organisation support, including: HR & business strategy alignment, organisation design, workforce planning, talent acquisition, employee engagement, culture and change management, leadership development and coaching, talent development, succession planning and compensation & benefits.

Provides key, strategic and regulatory advice to one or several BUs on planning, management and engagement of their workforce within scope

Identifies business priorities, objectives and related needs of the assigned Business unit / division / function, in coordination with stakeholders, to translate the needs into actionable HR plans at BU level

Acts as a prime point of contact within the business unit / division / function to ensure an effective and efficient delivery of HR programs and services

Coaches and advises managers on finding the right balance between HR strategy and business priorities of the organisation and the realities, constraints and need for consistency within the BU

Supports/advises other possible stakeholders (e.g., finance, M&A...) on special projects related to strategic business decisions and impacting supported BU

Advises and supports the business leaders and people managers and directly executes the following responsibilities in collaboration with the HR Centres of Expertise to ensure fit for purpose business solutions as applicable:

performance management, talent reviews, gap assessments, learning and development, career and succession planning and leadership development within the business unit / division / function

organisation design and development, as well as change management impacting supported BU talent acquisition efforts by applying robust methods of interviewing and selection ensuring best fit for the organisation

employee engagement and retention activities

reward management including compensation and benefits aligned to the business unit / division / function and overall business framework

Manage the tracking, auditing and follow up of the Performance Management process for setting, interim and year end reviews and reporting on same

lead the annual calibration and related people review processes

Provide dedicated support to the development and monitoring of development plans

Partners with business leaders to develop and embed a high productivity organisational culture and assist in driving broad change.

Ensures roles are aligned with the overall global job architecture supporting organisational efficiency productivity, innovation and agility

Uses relevant business data to create justifications, provide analytics, and create business cases to communicate and/or develop strategic HR programmes

Obtain, analyse, and report on key HR initiatives and metrics to enable effective and efficient analysis and decision making. Provide analysis that is relevant and meaningful, i.e.

reporting on key people metrics, planning, developing and executing suitable solutions to address relevant insights/challenges

Provides feedback to other HR roles for continuous improvement purposes

General:

Applicable if role has direct reports - responsible for the management and leadership of an engaged team, promoting collaboration and ensuring that each is developed and evaluated against goals and objectives which are aligned, specific, measurable, attainable yet challenging, realistic and time bound.

Perform other related duties as assigned

Act as an ambassador for DP World at all times when working; promoting and demonstrating positive behaviours in harmony with DP World's Principles, values and culture; ensuring the highest level of safety is applied in all activities; understanding and following DP World's Code of Conduct and Ethics policies

JOB CONTEXT

The DHRBP is a key strategic HR liaison and advisor between HR and the business who drives results across all generalist HR activities towards enabling improved business performance. The DHRBP maintains an effective level of business literacy about the business unit/division/function's financial position, its midrange plans, its culture and its competition.

The position serves as a consultant to management on human resource-related issues and drives value added services.

QUALIFICATIONS, SKILLS & EXPERIENCE:

7-8 years of relevant Human Resources experience at a middle management / senior level preferably in a multinational environment.

Bachelor Degree or equivalent required in Human Resources, Business Management, Organisational Psychology, or related area

MBA or advanced degree or Professional Human Resources Certification (e.g. CIPD, SHRM)

Demonstrated experience supporting successful talent management, leadership development, performance management, reward, employee relations and org development activities at business unit level

Competent interviewer

Knowledge of industry trends and relevant employment legislation and ensures business compliance

Functional Human Resource Competencies

Business acumen and the ability to demonstrate clear business understanding

Leadership capabilities and a skilled influencer

Strong communicator verbally and in writing.

Proven track record of personal credibility both technical expertise and high ethical practice.

Demonstrated global and cultural awareness.

Decisive thinker with the ability to analyse and understand information using insights to effectively make informed decisions

Curious and open-minded seeking out new ways to add value to the organisation at present and for the future.

Demonstrated ability to work collaboratively, consultatively and inclusively with a range of people with strong relationship management

High level of self-confidence with demonstrated ability to show courage and to speak up skillfully

Proven role model acting with the highest integrity and impartiality

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