

HR Business Partner Jobs In Abu Dhabi | Talent Pal

[Apply Now](#)

Company: Talent Pal

Location: , Abu Dhabi Emirate, United Arab Emirates

Category: office-and-administrative-support

HR Business Partner Jobs In Abu Dhabi | Talent Pal

About the job

Job Purpose: At Emirates we have over 160 nationalities in our truly global organisation with talented people employed from every continent. We believe in connecting the world, to and through, our global hub in Dubai; and in doing so have operations across the world. Our HR International team is responsible for supporting and providing HR business partnership to various business leaders and teams in our global locations. Do you want to play a part in that journey and manage the end to end HR business partnership to support our outstations across the globe? Join us in cosmopolitan Dubai as HR Business Partner – International and make your mark on the Emirates aviation world.

About the role This role will involve working in the HR International team supporting and providing HR business partnership to various business leaders and teams in our global locations. This is an exciting opportunity to contribute to the Group HR Strategy, drive the implementation of local strategic and operational HR programs aligned with the company wide goals and in compliance with local legislation. You will support business initiatives which have significant people implications and ensure effective employee engagement through implementation of HR best practices and compliance with policies, procedures and local legislation. You will work closely with partners, the HR management team, as well as the line managers. You will also be responsible for coaching and guidance in relation to managing people, positions and work. Identify people-related trends and feed insights into the HRBP team. You will take responsible for the delivery of more comprehensive and specialised HR with SME

knowledge of HR issues across more than one area by maintaining complex case management, escalations and activities related to project work. What you will do – HR Partnering. Providing HR guidance when delivering HR products and align products to the department requirements in order to support the department to achieve their goals. Provide advice and guidance for managers on employee or organisational related queries, whether approached directly or via HR Shared Services. Ensure HR matters are handled fairly and consistently in line with company requirements and local employment laws. – Project & HR Calendar Delivery. Acts as a point-of-contact on projects or in events ensuring coordination support to key HR projects or events Support activities in the HR calendar such as implementation of annual pay reviews (merit pot allocation), profit share, etc. – Employee Relations. Mediates complex issues and personalities. Work closely with the line to enable them to manage probation reviews, grievance, disciplinary and capability investigations and hearings. Manages and resolves highly complex employee relations issues. Conducts effective, thorough and objective investigations. Identify and escalate cases considered high risk to the appropriate manager or HRBP and partner with colleagues in compensation and benefits team, Medical insurance, and policy team. – Managing Attendance. Provide a targeted coaching and advisory service to managers on attendance management. In partnership with the line and HR Shared Services, manage complex cases of long/short term sickness absence, industrial injury and occupational health referrals in accordance with company policy. – Organisation Changes. Support the roll out of organisational and HR change initiative / projects which have significant people implications. This includes organisational design, job role review and job evaluation. Drives and communicates strategic and operational change in the business. – Performance Culture. Help drive organisational performance through performance management by working with HRBPs and line managers with goal setting, development planning, individual reviews, and in the provision of relevant information in relation to trends and areas of focus or improvement. – Culture and Engagement. Provide relevant insights to HRBPs regarding engagement and departmental culture, on the basis of interaction with employees through formal and informal channels, and become involved in projects that are focused on the improvement of departmental culture and/or engagement levels. – Improvement Focus. Identify HR process and propose improvements with a focus on customer experience, simplification and efficiency. Develop and promote feedback mechanisms for employees and managers to influence the continuous improvement of HR services and process. Lead

change projects within the team or support larger/more complex projects by collaborating with colleagues to ensure stakeholders are communicated with and changes are successfully implemented. Reviews the generated HR documents / reports to ensure accuracy of the information. – Source, select and develop. Involvement in both local and overseas recruitment campaigns, applying sound selection practices and methodologies to attract and appoint top talent into the business, coaching managers throughout the process. Identifies training needs for business units and individual executive coaching needs and provide input to HRBP to the development of the strategy. – Quality delivery focus. Ensure strong relationships and networks are built across the HR teams to ensure a seamless, quality-led service to the business.

Qualifications & Experience: This job might be for you if you have/are: – 8 + years' experience in HR Business Partner capacity – Degree or Honours in a related subject (HR, Business, Humanities) – Recruitment and selection experience – End to end HR experience – Possess strong communication skills, be able to work with challenging stakeholders and effectively influence a wide range of stakeholders across the organisation. – Build strong relationships with peers and team members

You'll have an edge if you have: – A professional accreditation in HR (CIPD, AHRI or equivalent) – Whilst not essential, some experience of working with trade unions, across multiple jurisdictions internationally and international teams – A positive attitude and an ability to driving discernible change and delivery, at pace, in a pressurised environment – Agile and innovative mind-set with the tenacity to adapt and thrive in a constantly changing environment. – Customer orientated and solutions focussed – Effective communicator (written, presentation, interpersonal) – Able to build positive relationships and collaborate effectively – Able to remain impartial, use diplomacy and resolve conflict whilst maintaining effective relationships – Organised and able to deliver to deadlines – Analytical, able to identify trends and offer solutions – Effective coach and mentor – Able to travel to various locations across Dubai and internationally – Effective use of technology

What Emirates can offer you? – A competitive salary, paid tax-free and reviewed annually – Full relocation package, including flights, shipping and optional hotel accommodation on arrival – Annual leave travel – return tickets home each year – Private medical insurance – Discounts on airline tickets for EK and partner networks – Travel benefits and discounts for friends & family – Education Support Allowance for children's education in Dubai or abroad – A HR community committed to you, with mentor programmes, growth & development support along with regular social gatherings – Work/Duty travel included – We're full time back in

office here in Dubai at Emirates Recruitment Process and Timeline Emirates is an international organisation with employees from over 160 nationalities, we encourage applications from across the globe. Your application journey begins by applying via the Emirates Careers website. Please ensure your CV is up to date for our talent acquisition team to review your profile. If you meet the criteria of the role, you will then be invited to complete a HireVue video interview, to share more about your product experience and your career aspirations. If you are shortlisted you will then be invited to interview with our hiring managers. If you are successful, your recruiter will reach out to you with an offer and then our Onboarding team will ensure a smooth transition to your new role at Emirates. Salary & Benefits: Join us in a management role and enjoy an attractive tax-free salary. On top of our generous travel benefits, including discounted flights and hotel stays around the world, this managerial role also has an excellent leave and healthcare package. That's on top of transport benefits, life insurance and more.

#J-18808-Ljbffr

[Apply Now](#)

Cross References and Citations:

1. [HR Business Partner Jobs In Abu Dhabi | Talent Pal KenyajobsJobs , Abu Dhabi Emirate, United Arab EmiratesKenyajobs](#) ↗
2. [HR Business Partner Jobs In Abu Dhabi | Talent Pal Scholarjobs Jobs , Abu Dhabi Emirate, United Arab EmiratesScholarjobs](#) ↗
3. [HR Business Partner Jobs In Abu Dhabi | Talent Pal JavajobsJobs , Abu Dhabi Emirate, United Arab EmiratesJavajobs](#) ↗
4. [HR Business Partner Jobs In Abu Dhabi | Talent Pal Techcompanyjobfinder Jobs , Abu Dhabi Emirate, United Arab EmiratesTechcompanyjobfinder](#) ↗
5. [HR Business Partner Jobs In Abu Dhabi | Talent Pal Jakartajobs Jobs , Abu Dhabi Emirate, United Arab EmiratesJakartajobs](#) ↗
6. [HR Business Partner Jobs In Abu Dhabi | Talent Pal Finddriverjobs Jobs , Abu](#)

Dhabi Emirate, United Arab Emirates [Finddriverjobs ↗](#)

7. HR Business Partner Jobs In Abu Dhabi | Talent Pal [Statisticsjobs Jobs , Abu](#)

Dhabi Emirate, United Arab Emirates [Statisticsjobs ↗](#)

8. HR Business Partner Jobs In Abu Dhabi | Talent Pal [Mechanicaljobs Jobs , Abu](#)

Dhabi Emirate, United Arab Emirates [Mechanicaljobs ↗](#)

9. HR Business Partner Jobs In Abu Dhabi | Talent Pal [BollywoodjobsJobs , Abu](#)

Dhabi Emirate, United Arab Emirates [Bollywoodjobs ↗](#)

10. HR Business Partner Jobs In Abu Dhabi | Talent Pal [Mexicojobs Jobs , Abu Dhabi](#)

Emirate, United Arab Emirates [Mexicojobs ↗](#)

11. HR Business Partner Jobs In Abu Dhabi | Talent Pal [Jobsearchnews Jobs , Abu](#)

Dhabi Emirate, United Arab Emirates [Jobsearchnews ↗](#)

12. HR Business Partner Jobs In Abu Dhabi | Talent Pal [Realestatejobsnearme Jobs ,](#)

Abu Dhabi Emirate, United Arab Emirates [Realestatejobsnearme ↗](#)

13. HR Business Partner Jobs In Abu Dhabi | Talent Pal [BuenosairesjobsJobs , Abu](#)

Dhabi Emirate, United Arab Emirates [Buenosairesjobs ↗](#)

14. HR Business Partner Jobs In Abu Dhabi | Talent Pal [Thecareerjobs Jobs , Abu](#)

Dhabi Emirate, United Arab Emirates [Thecareerjobs ↗](#)

15. HR Business Partner Jobs In Abu Dhabi | Talent Pal [Swedenjobs Jobs , Abu](#)

Dhabi Emirate, United Arab Emirates [Swedenjobs ↗](#)

16. HR Business Partner Jobs In Abu Dhabi | Talent Pal [Searchenginejoblistings Jobs](#)

, Abu Dhabi Emirate, United Arab Emirates [Searchenginejoblistings ↗](#)

17. HR Business Partner Jobs In Abu Dhabi | Talent Pal [Jeddahjobs Jobs , Abu](#)

Dhabi Emirate, United Arab Emirates [Jeddahjobs ↗](#)

18. HR Business Partner Jobs In Abu Dhabi | Talent Pal [Microbiologistjobs Jobs ,](#)

Abu Dhabi Emirate, United Arab Emirates [Microbiologistjobs ↗](#)

19. Hr business partner jobs in abu dhabi | talent pal [Jobs , abu dhabi emirate, united arab emirates ↗](#)

20. AMP Version of Hr business partner jobs in abu dhabi | talent pal [↗](#)

21. Hr business partner jobs in abu dhabi | talent pal , abu dhabi emirate, united arab emirates [Jobs ↗](#)

22. Hr business partner jobs in abu dhabi | talent pal [Jobs , abu dhabi emirate, united arab emirates ↗](#)

23. Hr business partner jobs in abu dhabi | talent pal [Job Search ↗](#)

24. Hr business partner jobs in abu dhabi | talent pal Search ↗

25. Hr business partner jobs in abu dhabi | talent pal Find Jobs ↗

Source: <https://ae.expertini.com/jobs/job/hr-business-partner-jobs-in-abu-dhabi-talent-pal--abu-dhabi-emirate--talent-pal-411-109804/>

Generated on: 2024-04-29 by Expertini.Com