

## HR Manager

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Company: Black & Grey HR

Location: United Arab Emirates

Category: healthcare-practitioners-and-technical

Black & Grey HR is currently recruiting for a prominent plastic manufacturing company based in the UAE. Our esteemed client seeks an exceptional HR Manager to spearhead strategic personnel management initiatives, foster a vibrant organizational culture, and drive talent acquisition and retention strategies to propel the company's growth and success in the dynamic industrial landscape of the Emirates.

- Overseeing human resources operations across offices and plants, collaboratively managing recruitment, selection, orientation, training, coaching, counseling, and disciplinary actions alongside the team.
- Strategizing and evaluating staff performance vis-a-vis job descriptions and targets, while maintaining compensation standards and formulating production, productivity, quality, and customer-service strategies.
- Developing systems, accumulating resources, troubleshooting problems, and driving change initiatives.
- Enhancing organizational human resources through the planning, implementation, and evaluation of employee relations and HR policies, programs, and practices.
- Addressing learning needs and instructional challenges within specific departments or for individual employees.
- Collaborating closely with management and staff to foster improved work relationships, morale, productivity, and retention rates.
- Ensuring adherence to management guidelines by preparing, updating, and recommending

HR policies and procedures.

- Providing ongoing performance management support to line management, including coaching, counseling, and career development.
- Defining organizational requirements and collaborating with the General Manager to establish and implement HR processes.
- Overseeing payroll operations for all employees.
- Developing the HR agenda for the plants.

## **Requirements**

- University degree preferably in Industrial Engineering, Business Administration, Economics, Labor Economics, or Industrial Relations.
- More than 5 years of experience in organizational development processes implementation and over 3 years of team management experience.
- Proficiency in English; knowledge of Hindi and Arabic is advantageous.
- People-oriented and results-driven mindset.
- Demonstrated proficiency with HR metrics, reporting, and HR systems.
- Strong active listening, negotiation, and presentation skills.
- Ability to build and manage interpersonal relationships across all organizational levels.
- Thorough understanding of labor law and HR best practices.
- Capability to effectively schedule and manage multiple projects concurrently.

## **Benefits**

Attractive Salary + Benefits.

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## Cross References and Citations:

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