

## Human Capital Planning Specialist Jobs in Dubai | Serco

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Company: Serco

Location: , Dubai, United Arab Emirates

Category: other-general

1- Human Capital Planning Specialist

Job: Full Time

Location: Dubai, UAE

Job Responsibilities:

**HC Projects & Initiatives:** Set-up and execute a variety of HC projects and initiatives. This will involve project scoping and planning, stakeholder analysis, data collection and analysis, development of draft outcomes and communication. Make recommendations to Head of HC regarding best practices suitable for dans (best fit), including adoption of new trends and initiatives.

**HC Policies & Procedures:** Develop HC policies and processes, ensuring that they are current, conform to government legislation and follow best practice/fit. Work with the HC teams to identify improvements. Conduct employee feedback forums, where appropriate, to test employee feedback and to improve 'Engagement/Happiness', and report to the Head of HC

**Restructures / Organisational Design:** Manage the people aspects of any restructures within the organization, including redeployment/displacement/redundancy/retirement, completed within timescales and budgets. Ensure that the HC support systems and procedures are in place for staff to understand and accept these business processes. Prepare analysis and feedback for future reference and action

## Job Requirements:

Degree holder / post- graduate level from a leading university in Business Management or Human Resource

Experience in project and change management of Human Capital Projects

Experience in working with all levels of management and consulting with key business stakeholders and in leading cross-functional teams

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