

Regional HR Business Partner Jobs In Dubai | Al Futtaim Group

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Company: Al Futtaim Group

Location: dubai

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Job Description

Overview of the role

To act as a trusted advisor to senior line management on all human capital management matters; to ensure a keen understanding of the business so as to implement HR strategies and practices that support robust business growth; reinforce a culture of performance focus, meritocracy and diversity; and comply with Group HR policy.

What you will do

Organisational Development

Strategy

In liaison with the Business MD, SHRBP, Group MD and Group HR Director create a HR strategy for the business and the annual HR Plan. Communicate plans and progress against the plan to the HR Function and the Business Units. Create and support a continuous improvement environment for HR Activities within the Business Units.

Capability

Ensure new employees are properly inducted into the business and given support to become productive as quickly as possible. Develop succession plans and retention strategies for key talent and positions. Develop and execute a learning and development plan that equips individuals with necessary skills. Formulate and implement performance management plans to improve performance or assist with exit from the organisation.

Training & Development

As part of the HR Plan specify training initiatives required to support the business, liaise with Group Training Department to ensure appropriate initiatives are delivered. Ensure training needs of key and high potential staff are identified and delivered. Ensure all key positions have identified successors.

Employee Relations

Manage ER issues within the business units. Support line managers in creating a culture of employee engagement based upon 'Al Futtaim Way' values. Reinforce at all times a culture of meritocracy, performance-focus and diversity. Act as an advisor to line managers in order to educate them and minimise risk. Ensure compliance with local law and Group policy throughout the employee lifecycle. Communicate and implement changes to HR policies and procedures. Ensure disciplinary procedure is properly applied before any employee is exited from the business.

Business Partnering

Act as a trusted business partner and coach to senior line management. Consult and support line managers across the business units. Focus on measuring the employee engagement of the business units and take actions necessary to improve it. Advise, coach and mentor management and HR team on people related issues. Act as change agent and facilitate transition.

Workforce Optimisation

Play an advisory role in creating and managing a lean and multi-skilled workforce. Support and facilitate the implementation of business structure reorganisation and consolidation to deliver efficiencies. Play a key role in communicating organisational messages and monitoring feedback within the business units. Ensure compliance with localisation policy and targets. Look at business unit productivity and take necessary actions to improve it.

Financial Management-

Provide line management with regular and financial reporting of employee costs. Ensure annual manpower budgeting exercise is conducted accurately and efficiently. Create,

obtain approval for and manage HR Department budget. Ensure HR Team adherence to the business financial systems and processes.

HR Policy

To ensure compliance to HR policy is maintained, to review and strengthen business internal controls and procedures, ensure compliance of DOA and provide leadership on process and governance. Ensure compliance with laws, regulations and other requirements. To ensure that Emiritization focus is maintained and diversification goals are reinforced and achieved.

Skills

Required skills to be successful

Analytical skills,

Financial modeling skills

Must have excellent communication and interpersonal skills

Must be able to build working relationships

Must have proven leadership abilities and lead by example

Must have the ability to bring out the best in co-workers and to motivate and develop the organisation

What equips you for the role

Five years HR Generalist Experience.

Previous experience as a HR Business Partner.

Commercial Acumen

Strong stakeholder & communication management skills

Data Driven & Strong Analytics

Retail Experience

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