

# United Arab Emirates Jobs Expertini®

**VP People, Central Asia United Arab Emirates Posted on 09/19/2023 Be the First to Apply**

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Company: DP World

Location: , , United Arab Emirates

Category: office-and-administrative-support

This role will partner and advice senior management on all aspects of Human Resource Management in the region so as to contribute to the effective utilization and development of people and thus to the division's overall profitability and productive performance.

This role will implement HR Initiatives region wide to develop and maintain a working culture that is cordial and develops the individuals.

This role will ensure that a leading edge, strategic HR service is provided to Managers and employees in accordance with good practice, statutory requirements, effective employee relations disciplines and within guidelines.

## KEY ACCOUNTABILITIES:

Develop human resource objectives with the region wide departmental managers that support the achievement of business strategies.

Develop human resource personnel policies, procedures and programs using the DP World Manual as the minimum standard. Implement these policies region wide.

Develop methods and procedures for the implementation and regular monitoring of policies, procedures and practices to ensure relevance, equity and consistency.

Manage and advice on all aspects of employment and termination, including the preparation and maintenance of manpower/labour plans, including succession planning and the recording of employee details.

Advice on the interpretation and application of labour laws and provide recommendations to

senior management for the resolution of labour disputes.

Manage the region's human resource development programs including performance appraisal, management development, organizational change and job redesign. Review the existing performance appraisal system periodically and implement approved refinements to make the system more effective.

Advice & assist in managing the social and political pressures at project sites

Evaluate and manage the Human Resources systems and Processes

Mapping competencies for various positions, career development and charting career paths within the terminal and within the region.

Managing the recruitment process at the terminals as and when required

Identify behavioral training needs at the terminals and ensure behavioral training is conducted.

Liaise effectively with the local communities. Implement community related programs as defined by the company.

Conduct HR Audits periodically.

Monitor the Talent Management program

Conduct diagnostic studies like employee satisfaction surveys, dipsticks, internal customer satisfaction surveys.

Act as change champion for the region and for business units in Central Asia Region.

Any other relevant activity assigned by the CEO & MD

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

Perform other related duties as assigned

#### JOB CONTEXT:

The Region HR is critical for recruiting and managing the talent in the region and also ensuring compliance to the local requirements.

The position is currently based out of Dubai and will locate to Moscow

#### QUALIFICATIONS, SKILLS & EXPERIENCE;

#### QUALIFICATIONS

Undergraduate degree in Commerce or Business Administration or Human Resources

Masters degree in Human Resources (will be an added advantage)

## EXPERIENCE

Have a minimum of 12 years' strong experience in managing end to end employee lifecycle

Are experienced in experience in recruitment practices, performance management, training systems, local labour laws and talent management

Are experienced in provide a best-in-class HR delivery (ability to think strategically, focus on priorities and effective time-management)

Are experienced in project management skills in a start-up environment

Definite asset:

Experience in the logistics & P&T industry preferred;

Knowledge of local labour laws

## SKILLS

Strong communication skills - You are an exceptional listener. You communicate clearly.

You write exceptionally well and you speak eloquently. You can explain just about anything to anyone. You're comfortable on the phone or to groups of people – at any level. You are incredibly tactful when delivering the facts.

Problem solving - You enjoy solving problems. Getting to the root cause. You love taking on difficult challenges and finding creative, innovative solutions. You don't get flustered easily.

If you don't know the answer, you'll dig until you find it.

Detail oriented - You pay strong attention to the details as it is one of your core qualities. As far as you are concerned, anything worth doing is worth doing right, every single time.

You stay focussed and nothing falls through the cracks on your watch.

Exceptional critical thinking skills; you can identify gaps in logic and underlying causes of issues; You think on your feet. You like learning new things, and you can learn quickly.

Strong collaborator - You can work independently because you self-manage, with limited direction and guidance, but you also enjoy collaborating across dynamic and multi-cultural teams and are personable, helpful and incredibly organised

Results oriented - You are proactive in handling competing priorities and meet your deadlines and commitments; you always demonstrate a “can do” positive attitude

Confidentiality - You consider and protect the confidentiality of company data at ALL times;

IT skills - You are highly proficient in the full Microsoft Office Suite: Word, Excel, Powerpoint and Visio;

Flexibility to travel - You are ready to travel between 30 - 50% of the time

Languages - You speak and write fluent English and Russian – additional languages are a bonus.

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