

HR DIRECTOR - NIGERIA

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Company: Michael Page

Location: Nigeria

Category: other-general

You will be responsible of the following:

Understand the business context, and current organizational trends and uses these insights to improve business performance.

Abreast with modern trends in people analytics and uses these insights to influence HR decisions and initiatives.

Develop and implements the company's talent strategy, integrating diversity and inclusion.

Coaches and advises business leaders in the optimization of organization and team design techniques to improve performance.

Develop an effective Employee Relations strategy.

Design and manage a compelling Reward and Remuneration Strategy that is competitive and effective in the attraction and retention of key employees.

Lead the development and implementation of HR Policies for the Nigeria Business.

Manages the Nigeria Wages and Salaries Budget.

Develops the long-, medium-, and short-term engagement plans to grow and maintain engagement levels of staff.

Leads in the creation of a culture that recognizes and celebrates individual, team, and

organizational performance.

Demonstrates the ability to face reality and take tough decisions which focus on cost, quality, service, and people to deliver sustainable results.

Drives an HR agenda that is highly commercially focused, ensuring the success of the Route-To-Market change process

Tactfully leads the engagement with labour union to build trust and promote a conducive environment.

The Successful Applicant

Master's degree in Human Resources or a related field plus a Professional HR Certification.

A minimum of 5 years of experience leading the HR Agenda within industrial organization

Experience of dealing with key external stakeholders, for example, unions, regulatory bodies, governmental agencies, industry groups, etc.

Good knowledge of key HR processes, roles, and responsibilities across the entire HR lifecycle.

What's on Offer

Attractive package

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