

Human Resource Manager

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Company: Deloitte Human Capital Consulting West Africa

Location: Ibadan

Category: life-physical-and-social-science

Our client in the consumer goods industry is currently seeking a Human Resources (HR) Manager to join their team. As the HR Manager, you will be responsible for overseeing the HR department and ensuring the smooth operation of HR functions within the company. You will play a key role in developing and implementing HR strategies and initiatives that align with the company's goals and objectives.

Responsibilities:

- Support current and future business needs through the development, engagement, motivation and preservation of human capital

- Design and support the Organisation's talent frameworks including performance management, succession planning, and human resource planning

- Take charge of strategic practices that are aimed at providing an employee- oriented high performance culture emphasizing quality, productivity, goal attainment and empowerment.

- Provide insight and recommendations on HR initiatives that can be leveraged to strengthen business results e.g. leadership/development programmes.

- Working with senior managers to uncover the talent implications e.g. any significant gaps to meet long-term objectives and create a long-term workforce plan that prioritises people-related initiatives.

Establish and maintain appropriate systems for identifying, planning, delivering and measuring learning and development.

Manage a training plan that details required training that is delivered within the agreed/specific timescales and ensure outcomes are appropriately measured and reported on.

Liaise with other managers to understand all necessary aspects of their learning and development needs, and to ensure they are fully informed of corporate learning and development objectives.

Develop an Academy approach to the design of a behavioural competency

Carry out the implementation of the performance management system that includes performance appraisals and improvement plans.

Assist to oversee the development and implementation of various human resources plans and procedures company wide.

Work in sync with other managers to establish departmental measurements that support the accomplishment of the company's strategic goals.

Recommend employee relations practices necessary to establish a positive employer-employee relationship and promote a high level of employee morale and motivation.

Provide competitive market research and prepare studies to help establish rewards practices that help to recruit and retain employees.

Requirements

Minimum of Bachelor's Degree/HND in any Social Sciences, Humanities, Business Administration disciplines.

Professional certification in Human Resources from the Chartered Institute of Personnel Management (CIPM) Nigeria or its overseas equivalent (e.g. HR Certification Institute (HRCI), Chartered Institute of Personnel Development (CIPD)).

5- 7 years experience in a similar role.

Knowledge of employment laws and practices.

Knowledge of the principles and practices of human resources administration including recruitment, classification, compensation and benefits.

Knowledge of the methods and practices of sound records management.

Numerate, with good finance abilities and capable of managing budgets.

Ability to read, analyze, and interpret general business periodicals, professional document

Excellent negotiation and assertiveness.

Strong business acumen.

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