

HR Head

Profile:

As the Head HR you will have overall responsibility to formulate and implement plans to enable the transformation agenda of the Bank, attract and retain high quality talent and create a conducive workplace while ensuring the overall cost competitiveness of HR costs.

Key Responsibilities:

- Partner with business in developing and implementing the transformation agenda
- Strategically identify, nurture, and promote talent within the organization, ensuring the right people are in the right roles.
- Oversee talent acquisition efforts, ensuring the recruitment of top talent that aligns with the Bank's values and goals.
- Create and implement retention strategies to cultivate a motivated and engaged workforce, reducing turnover and retaining key talent.
- Establish and maintain positive and cooperative relations with the employee union, facilitating open communication, negotiation, and conflict resolution processes.
- HR Policy and Compliance: Develop, communicate, and enforce HR policies, procedures, and practices that strictly comply with labor laws, union agreements, and best practices.
- Develop and implement training and development programs to foster employee growth, skill enhancement, and career advancement.
- Cultivate a culture of employee engagement, job satisfaction, and well-being to enhance overall productivity, teamwork, and retention.
- Lead the performance management process, including performance appraisals, feedback, and development plans, to maximize employee contributions.
- Collaborate with department heads to forecast staffing needs, facilitate succession planning, and design strategies for optimizing workforce utilization.
- Develop and administer competitive compensation and benefits programs that enables hiring and retaining talent
- Skillfully manage and resolve HR-related conflicts and disputes, ensuring a harmonious and productive work environment.

Qualifications and Experience:

- Master's degree or equivalent in Human Resources
- Proven experience of at least 12 – 15 years in HR, with a strong background in managing HR functions in a unionized environment.
- In-depth knowledge of labor laws, collective bargaining agreements, and HR best practices.
- Exceptional communication, negotiation, and conflict resolution skills.
- Strong ability to foster a positive work culture and employee relations.
- Strategic thinker with the capability to align HR strategies with the Bank's business objectives.

Apply on or before September 30, 2023 - 5.00 p.m. by email to career@citizencreditbank.com clearly stating the subject as “Application for the Post of HR Head”