

HR Business Partner

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Company: Glints

Location: Daerah Khusus Ibukota Jakarta

Category: other-general

At Glints, we are building the #1 tech-enabled recruitment and career discovery platform in Southeast Asia that helps people and organisations realise their human potential by joining great organisations, learning the right skills and building great teams. We're looking for a HR Business Partner to join our People team in Jakarta. This role will be responsible for aligning business objectives with leaders, key stakeholders, employees in designated business functions. You will provide people-related expertise and counsel covering a full range of HR disciplines including organizational effectiveness, employee relations, performance management, career development, compensation and workforce planning. This is a key contributor who will significantly impact our ability to attract and retain talent, and improve the overall productivity and performance of the organisation for continued business growth and sustainability.

What You'll Be Doing

Strategic HR partnership - Collaborate with leadership and stakeholders to develop and implement HR initiatives, such as re-organization and workforce planning, drive alignment between stakeholders and unblock obstacles to achieve shared goals and results for the designated business function, and be a culture bearer; advise and hold leaders/managers accountable for the performance and culture standards of their teams and resolve critical people issues before they derail the business

Talent management - Provide guidance on performance management, employee development, and employee engagement strategies, identify key talent, develop succession plans, and partner with business leaders to create a positive employee experience, proactively surface talent issues through regular review sessions and partner with leaders to implement effective solutions

Performance management - Manage the

performance and compensation review process with stakeholders to uphold timeliness and rigor, coach stakeholders on addressing performance-related issues with employees to maintain high performance and culture standards

Employee relations - Provide holistic guidance to managers and employees on HR policies, procedures, and best practices by drawing from different functions, handle complex employee relations issues by partnering with business leaders and Legal to resolve such issues

Implementation and review of policies and processes - Support roll-out of new HR policies and provide policy feedback, identify and surface policy and process issues, consulting with policy owners and stakeholders, for resolution, co-create and implement initiatives with stakeholders to support organizational culture

Assess employee sentiment as a basis for interventions

Why You Should Join Us

Solve real problems - We are in the thick of helping to scale a rapidly growing start-up, and this gives us plenty of opportunities for collaborative problem-solving, alongside continuous learning and growth.

Impact - We're building up the People function and capabilities across the company in order to truly put people at the heart of what we do, and we are always looking to do things better. This means we are able to make a positive, immediate impact, every single day.

Our team - The People team are a mission-driven, outcomes-focused bunch that just want to deliver the best for Glints and our Glintstars. We are also extremely fun-loving - the work may be tough, but that doesn't stop us from having fun doing it!

Who We Are Looking For

A proven track record of delivering results and driving people initiatives through effective HR strategies.

Demonstrated effectiveness in stakeholder engagement and influencing skills, especially with leaders.

Commercially astute to deliver tailored solutions that benefit both the business and the people.

Strategic problem solver with high ownership and drive

Adaptable self-starter who learns and moves quickly

Ability to effectively prioritize multiple work streams and handle tight deadlines in a fast-paced and fluid environment

Let's Realise Human Potential. At Glints, we are building the #1 tech-enabled recruitment and career discovery platform in Southeast Asia that helps people and organizations realize their human potential. We have impacted many lives but there's still plenty to be done. If you're ready to grow and make an impact, you've come to the right place.

What is Glints? Glints is the leading talent ecosystem in Southeast Asia, with an enduring purpose of contributing to a world where people and organizations can realize their human potential. Today, Glints is the most well-funded and well-capitalized startup in the talent recruitment space in Southeast Asia, with over US\$80M in total investments raised till date. Our tech-enabled approach to recruitment and career discovery connects more than 4

million candidates to their next dream opportunities. We have also supported more than 50,000 companies in finding top talent and doubling recruitment efficiency. Our agility and firm hold on our core purpose and values have allowed us to remain resilient and thrive through tumultuous times. In 2020, we were recognized by LinkedIn as one of the Top 10 Startups in Singapore. In 2022, we were featured in the top 20 of Nikkei-FT-Statista High-Growth Companies Asia-Pacific 2021 list. Moreover, we were also featured in the top 10 fastest-growing companies in Singapore by The Straits Times. Who We Are At Glints, personal and professional growth are just as important as business growth. That's why we created the Glints Culture Code: #RIIBCOH. It defines our values, guides our decisions and actions, and is what makes us special. Relentlessly Resourceful: Whatever it takes, just make it happen (ethically) Integrity: Have courage, be guided by the truth, don't be afraid Impact: Missionaries, not mercenaries Beginners' Mindset: Stay humble, don't be attached to ego Customer Obsessed: Customers First Ownership: Care intensely about the mission and take responsibility High Standards: Dream big and deliver epic outcomes fast Where We Work Since Glints was officially launched in Singapore in 2015, we've rapidly grown our footprint across Greater Southeast Asia to operate in Indonesia, Singapore, Vietnam, Taiwan, Malaysia and Philippines. Learn more about Glints and our culture at [bit.ly/glintsculture](https://glints.com/careers/), Or check out our Careers Page at <https://glints.com/careers/> #J-18808-Ljbffr

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