

HRBP Lead

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Company: Talentvis

Location: Indonesia

Category: other-general

Preferred Candidate Profile

Graduate and Post Graduate Degree / Diploma in Human Resources or an advanced degree in HR,

business or relevant curriculum preferred

Required 4-8 years of relevant work experience within HRBP function, working closely with business

leaders in a dynamic complex setting with multiple functions.

Exposure to working in a product based / eCommerce organization will be preferred & a significant plus.

Exposure working in an organization setting up its operations with focus on Performance Management

System, HR Operations and building the HR processes within the firm.

Ability to deal effectively with ambiguity, recognize trends, and identify systemic approaches to solving

problems in this fast moving, constantly changing environment is imperative.

Experience working with managers and multi-client groups required.

Have demonstrated excellent skills in the areas of: leadership, business acumen, consulting, analysis,

project management, communication, presentation, negotiation and conflict management, and problem

solving while working within a matrix human resources role and structure.

Agility, grit and confidence to succeed in a fast-paced growth environment with ever-changing needs and requirements; able to think strategically as well as perform tactically with a whatever-it-takes attitude!

Key Responsibilities

Building trusted relationships with senior stakeholders and leaders in the business

Providing strategic and day-to-day leadership to drive the delivery of the business' HR plans

Using experience, skills and knowledge of the HR industry to make an impact in key areas such as change

management, organizational design, employee engagement and talent analytics

Coaching and mentoring junior team members and HR line managers

Supporting line managers across the business on organizational structure and design

Resolve complex employee relations issues and address grievances

Work closely with management and employees to improve work relationships, build morale and increase

productivity and retention

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