

HRBP - tech

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Company: Michael Page

Location: Tangerang Selatan

Category: other-general

Strategic HR role as HRBP or People Partner to the business Working alongside business leaders and talents About Our Client Client is a grown technology-based company with regional presence. Job Description Partner with business and leaders to provide advisory and solutions in day-to-day people matters and long-term organization plans throughout the talent cycle: recruitment planning, career planning, talent management, learning and development, coaching, compensation and rewards, employee relations, recognition programs, and strategic development Analyze current and future business needs and recommend new initiatives and processes to ensure continuous improvements in team's objectives, productivity and development Ensuring people agendas and programs are effectively executed Ensuring that the learning, training/development actions are implemented on time, cost and quality Identify and drive talent management and development program for talents including career development plans and programs by supporting and guiding line managers Be the catalyst to drive mobility through well understanding of talents and their needs and aspirations Drive high level of employee engagement through effective monitoring and partnering Manage complex HR initiatives at both hands-on and strategic levels to deliver best-in-class HR programs Define HR action plans based on business objectives and directions Ensure implementation of HR policies, services and programs for the respective business Identifying / anticipating change management activities within the business area by driving and/or facilitating the change Manage employee relation matters including attending to grievances and disciplinary related matters Develop and champion high-performance culture across respective function Comfortable in coaching and challenging line

manager to be more effective people managers and support them in building effective teams and talent. The Successful Applicant Proven track record of at least 8+ years' experience as HR business partner, and/or have exposure in at least 2 HR pillars Strong and sound business acumen with strategic thinking Proven track record working with business directly and be the interface between business and people across the organization, as well as the Central of Excellence team Demonstrated strong influential skills in driving people programs, supporting talent development, and as people partner to the business as well as to talents Experienced in driving employee engagement and facilitating change management Strong interpersonal and communication skills with the ability to interact and relate well across different levels and functions Strong analytical, data driven and numerical skills and mindset Resourceful and self-driven with high degree of professional integrity Strong stakeholder management skill and good service orientation

What's on Offer Exciting opportunity to be part of a grown technology company with presence in the region as a strategic people partner / HRBP to the business. We don't just accept difference - we celebrate it. We encourage applicants from all backgrounds to apply for this role and are committed to building inclusive, diverse workplaces where everyone can thrive. If you require any support or reasonable adjustments during the recruitment process, please let us know .

#J-18808-Ljbffr

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