



CAREER OPPORTUNITY

SENIOR MANAGER HUMAN RESOURCES

Manufacturing

Are you on a path to a leadership role in HR; we would like to talk to you!

Our client, a global manufacturer in the East Africa region is looking to recruit a Senior Manager Human Resources. Reporting to the HR Director, the key deliverable from this role will be to work with the plant manager, Kenyan, regional and international leadership to upgrade existing manufacturing capacity and install new production facilities, whilst achieving established productivity targets within a safety focused environment.

As part of the Senior Management Team at the plant, responsibilities include:

- Working with the plant leadership team to articulate and drive the HR agenda supporting strategic business goals.
- Managing the human resource function, delivering world class human resource services in all field of human resource management including talent acquisition and talent management; employee engagement, development and succession planning; HR operations; compensation and benefits; etc., to leadership, management and employees.
- Enhancing employee relations with the union and other employee / employer stakeholder groups through effective engagement and full compliance with labour laws and related market practices.
- Driving performance management initiative to realise productivity goals set for the organisation.
- Inculcating a strong health and safety culture focused on zero injuries and safe and sustainable environmental practices.
- Preparing and managing the HR budget realising value for money in all HR initiatives.
- Reporting on HR metrics and key performance indicators.

The role is based on the Kenyan coast with frequent travel to Nairobi as well as international travel.

The ideal candidate for this role will be someone looking for a position of responsibility at the senior management level that creates a foundation for succession into an HR leadership/director level.



In particular s/he will:

- Have a minimum of 8 years' of relevant experience gained in all aspects of human resource management. She/he will have an excellent sense of HR operations together with an appreciation for the interplay between human resource strategy and the needs of a growing and expanding business and a good understanding of the implications of HR decisions on a business.
- At least 4 years' experience in HR business partnering with senior management within an organisation.
- Be registered with, and have a valid 2017 Practising Certificate from the Institute of Human Resource Management, Kenya.
- Have a good understanding of employment law and a proven track record in the development and management of the human resource function in a unionised industrial environment
- Have good commercial acumen, great interpersonal skills, be a seasoned team leader and be of unquestionable integrity.
- Have intermediate level proficiency in MS Office applications i.e. Word, Excel, PowerPoint, MS Project, Outlook, etc.,
- Be willing to travel locally and internationally.

Remuneration: The salary offered for this position is competitive and negotiable dependent on experience and demonstrable contribution.

If you are interested in the above position and meet the above criteria, please send in your application via electronic mail to Seniorhr@tgagroupea.com attaching a full résumé / curriculum vitæ in Microsoft Word Document (.doc /.docx) format.

Your application should reach us on or before **Friday 20th January 2017**. Interviews will commence on Friday 27th for successful candidates.

*Please Note: **We do not charge** individuals any fee to accept or hold their applications in our database. We therefore do not accept any applications from agencies who charge their clients for submitting their resumes*