

Job Title : HRBP Manager

OVERPURPOSE:

- ◆ To assist management in aligning HR initiatives and functions with business objectives and needs

RESPONSIBILITIES:

Main Responsibilities:

- ◆ Provide consultation and guidance and input on workforce planning;
- ◆ Coordinate performance discussion to ensure fairness, alignment with business objectives, and performance standard;
- ◆ Provide performance management guidance to line management;
- ◆ Collaborate with business and L&D to identify learning gap and provide training to improve staff capacity and enhance high performance;
- ◆ Provide consultation about probation, appointment, promotion, demotion, transfer, role mapping and staff recognition in order to ensure the fairness and alignment with internal policies;
- ◆ Assist in retention intervention by providing consultation and coordination;
- ◆ Assist in employee engagement survey and provide feedback to business and HR functions for solutions.
- ◆ Support onboarding and offboarding initiatives/processes/activities

QUALIFICATIONS REQUIREMENTS:

- ◆ At least 7 years of experience in HR functions
- ◆ University Degree in human resources, business administration or relevant majors
- ◆ Strong communication skills
- ◆ Leadership skills
- ◆ Analytical skills
- ◆ Problem-solving skills
- ◆ Computer Literacy
- ◆ Good verbal and written communication both Khmer and English
- ◆ Honest, positive attitude and self-starter

Contact Info:

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