

Human Resources Director @TradeBeyond



contact@effitalents.com

Phone :

Web :

Job Summary

Vacancy :

Deadline : Feb 15, 2024

Published : May 09, 2024

Employment Status : Full Time

Experience : 5 - 10 Years

Salary : 700K HKD to 1M HKD gross annual

Gender : Any

Career Level : Top Level

Qualification : Bachelor's degree in Human Resources

Job Description

About the role:

Tradebeyond is seeking a talented and experienced Global HR Director who will play a pivotal role in shaping and sustaining our company's staff culture, talent development, training programs, and retention strategies. As the Global HR Director, you will be responsible for developing and executing comprehensive HR strategies that align with our business objectives and values.

Key Responsibilities:

1. Culture Management:

- Lead the development and maintenance of a positive and inclusive organizational culture that aligns with Tradebeyond's values and fosters employee engagement.
- Collaborate with senior leadership to define and communicate the company's vision, mission, and core values across the organization.
- Implement initiatives and programs to strengthen employee morale, diversity, and inclusion.

2. Talent Development and Training:

- Oversee the design and execution of talent development strategies, including leadership development, skills training, and career pathing.
- Identify skills gaps and develop training programs to enhance employees' capabilities and foster professional growth.
- Partner with department heads to create a culture of continuous learning and development.

3. Employee Retention:

- Develop and implement retention strategies to reduce turnover and increase employee satisfaction.
- Conduct regular employee engagement surveys and use feedback to make data-driven improvements.
- Champion initiatives that promote work-life balance, employee well-being, and recognition.

4. HR Policies and Compliance:

- Ensure HR policies and procedures are compliant with local and international labor laws and regulations.
- Lead the HR team in managing employee relations, performance management, and disciplinary actions when necessary.

5. Global HR Strategy:

- Develop and execute a global HR strategy that takes into account regional nuances while maintaining a cohesive company culture.
- Collaborate with regional HR teams to align their strategies with the overall company goals.

Requirements:

- **Bachelor's degree in Human Resources**, Business Administration, or related field (Master's degree preferred).
- **A minimum of 8 years of progressive HR leadership experience**, with at least 5 years in a global HR role.
- Strong understanding of HR best practices, talent management, and employee engagement strategies.
- Excellent communication, interpersonal, and leadership skills.
- **Proven experience in developing and implementing training and development programs.**
- **Knowledge of international labor laws and regulations.**

Education & Experience

Must Have

Educational Requirements

Bachelor's degree in Human Resources

Compensation & Other Benefits
