

**Robert Wales**

Dubai

**United Arab Emirates**

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**CAREER OBJECTIVE:**

To pursue a demanding HR Role within a reputed firm with the approach to take up responsibilities to accomplish organizational goals where in my skills and potentials are being utilized to the maximum; alongside focusing on the scope of enhancing my personal skills & gaining maximum knowledge during my tenure to contribute to the growth of the firm

**EMPLOYMENT HISTORY:**

**January 2007 – Till date**

**XYZ**

Company Profile:

XYZ is one of the region's most sought-after human capital consulting firms. Combining regional expertise with the global experience of their exclusive partners, Mercer Human Resource Consulting and Development Dimensions International (DDI), their trusted advice, solutions and insights help drive organisational excellence and business results.

**Associate- HR Consultant**

**Reporting to the Principal Consultant, my responsibilities are:**

1. To support and implement effective recommendations on the design and development of assigned Human Resource functional areas, encompassing various programs relating to compensation, benefits, resourcing, organizational effectiveness and/or employee development
2. Prepare Job Descriptions; conduct Job Analysis & Evaluation to develop Pay Structures & Compensation Models.
3. Provide project support by building & implementing Competency Matrices, Career ladders, performing job matching & gap identification processes
4. To Conduct Market research to identify business opportunities, preparation of comprehensive reports, follow up on COL and other mobility products enquires