

Company: BECO Capital
Location: Dubai, UAE
POSITION: Talent Manager

RESPONSIBILITIES:

Strategy

- Responsible for designing, implementing, and evaluating innovative strategies for the recruitment of high potentials and providing a steady pool of highly talented applicants to the portfolio companies.
- Act as a mentor on all possible recruitment strategies and communicate and advise on the best course of action to fill open positions. Coach portfolio companies to define their executive recruiting process and put energy into making sure that all searches get kicked off in the right way.
- Write an HR Playbook, which includes best practices, case studies, Q&As to provide guidance to portfolio companies on all HR issues.
- Advise executive leadership on employee engagement and workplace culture best practices.
- Coach portfolio companies and teach best practices to define and develop a comprehensive strategy and plan for workplace culture, vision, values, strategy and goals.
- Teach best practices on Employer Brand strategy that supports portfolio companies in becoming an employer of choice - ensuring they attract and retain the best candidates from a diverse talent pool.
- Act as a mentor to portfolio companies to define their Employer Value Proposition and reviewing and improving all aspects of the candidate experience to ensure it is best in class.

Hiring Methods

- Build and manage a dynamic talent database to track critical role candidates both internal and external.
- Meet with portfolio companies to anticipate their longer-range hiring plans and roadmap provide guidance and teach techniques on writing job specifications and descriptions.
- Coach portfolio companies on Competency Based Interview Skills & Screening applicants.
- Show candidate evaluation and assessment standards and metrics to portfolio companies.
- Organize Q&A and Best Practices sessions in recruitment, compensation, and benefits.
- Advise portfolio companies on executive hiring and onboarding practices.
- Advise BECO Capital compensation strategy including international mobility / expat management, executive reward, job grading, salary range development, equity compensation, annual merit pool, employee bonus and pay-performance linkage.
- Develop an “offer guideline” for portfolio companies to utilize when leveling candidates and to ensure “offer consistency”.
- Drive annual compensation reviews and provide management insight and recommendations.

Retention Methods

- Coach portfolio companies on employee engagement programs that engage, retain, and recognize employees.

- Show best practices on employee engagement surveys covering core values and organizational structure, delivering key results and metrics to partners.
- Launch an internal employee referral program that encourages employees to become talent magnets.
- Schedule BECO Capital meetings internally to network/promote the Employee Referral Program
- Coach portfolio companies on best practices for high potential development, competency development, customized development curriculum, and continuous feedback systems.
- Teach standards for performance management systems, inform portfolio companies on models and methodologies of effective performance management.
- Coach portfolio companies on employee performance management issues, implementation of KPI's and target based system.

Mediums & Events

- Use different mediums to reach new talent: LinkedIn, social media channels, blogs, job boards, agencies.
- Teach portfolio companies how to support HR operations with system solutions.
- Advise portfolio companies of cloud based HR applications including applicant tracking system, e-HR solutions, project management system, etc. and inform them about latest trends, technologies and tools.
- Partner closely with communities and search firms to connect the best talent into startups.
- Build a network of contacts and pipeline of talent for future opportunities; develop relationships through frequent high-touch efforts with students, engineers, designers, product managers and entrepreneurs.
- Build candidate pipeline by attending various campus recruiting events, including: Career Fairs, Info Sessions, On-Campus Interviews, After hours chats, Demos and other unique events across the UAE.
- Attend and host Hackathons, Boot Camps, Tech Talks and Meetups to build a talent database of mobile engineers, full-stack developers, data scientists, front-end developers and technical professionals for the portfolio companies.

Key Metrics:

- Getting the best dealflow.
- Number of people placing to portfolio companies from Beco Capital Hr Network
- HR Network quality- Have the top 10% of talents in UAE in Beco Capital HR Network
- Attendance rate of the top talent to Beco Capital events, networking effect
- Hiring rate of introduced candidates to the portfolio companies