Description  
  
Partners with business units/divisions in delivering Corporate and Divisional HR policies and programs.   
  
Join a leading HR group consulting with management and employees on HR practices and procedures. Manage employee relations issues and conduct investigations in support of corporate ethics and values. Participate in company-wide programs and initiatives (e.g., manpower planning, salary/bonus/stock review, organizational change, performance management, and training assessment).   
  
Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Key skills and abilities include coaching, influencing, facilitation, presentation, communication, process development, analysis, and problem solving. Ability to travel. 8 years generalist experience and BA/BS degree. Experience in an HR specialty a plus.  
  
Qualifications

The position will have a regional responsibility of partnering with designated business units/divisions in delivering Corporate and Divisional HR policies and programs. The primary focus of the role will focus in providing HR Analytics, HR Project Management & HR Business Partner Support to dedicated Client Group. The secondary focus of this role will be to provide strategic, functional and HR analytics leadership for a variety of key data, systems, processes and metrics to provide timely, accurate and insightful information.

Key responsibilities include:

* Engage with designated business unit regional leadership teams as a partner to maximize people capability and organizational effectiveness through expert consultation.
* Provide the businesses with expertise in HR, delivering HR Divisional plans and business area goals, to translate business needs and plans into organization/people solutions.
* Act as a confidante and thought partner; a trusted coach and counsel and a valued voice, providing innovative ideas and challenge to the regional leadership teams as well as advice and insight.
* Partner with key stakeholders to formulate and execute strategies that drive talent, capability and engagement growth.
* Support leaders through complex people management issues to effective outcomes.
* Challenge and support the business to identify and develop solutions to bridge current and future skill gaps in talent, by way of talent acquisition and learning and development.
* Work with colleagues in the HQ, HR shared Services, OTD, Total Rewards, Talent Acquisition to ensure good alignment with business needs and HR priorities.
* Trend analysis – Proactive assessment and identification of people issues and opportunities via data analysis supported with formulation and presentation of solutions in partnership with HR, leadership and other key stakeholders.

Experience/Skill Requirements:

* Proven track record within multiple HR disciplines most importantly business partnering, training and development, and talent management.
* Demonstrated ability to partner with key stakeholders in execution of people initiatives focused on business priorities.
* Strong business acumen, ability to understand business situations, problems, strategies etc.
* Exceptional problem -solving, critical thinking, and analytical skills
* Ability to manage ambiguity, risk, and changing direction of projects and strategies
* Ability to work in a high-pressure environment
* Proven ability to leverage data and trend analysis to identify issues then advise on path to improvement or solutions.
* Excellent communication skills, able to influence and develop strong relationships with a wide range of audiences.
* Experience working with senior leadership, is self-confident, and capable in building proactive and meaningful relationships.