**Role : Chief Human Resource Officer**

**Qualification: MBA**

**Experience: 20 Years**

* Overseeing onboarding, [employee engagement](https://www.frazerjones.com/market-insight/market-update/employee-engagement-in-professional-services-why-now-is-the-time-to-rethink-your-people-strategy/) initiatives and creating a work environment that supports well-being, problem-solving and performance management.
* Ensures that the workplace [culture](https://www.frazerjones.com/hiring-advice/leadership/redefining-retention-how-culture-coaching-and-capability-are-shaping-hr-in-2025/) reflects the [values](https://www.frazerjones.com/hiring-advice/leadership/the-hr-leaders-guide-to-cultural-transformation/) of the business and fosters a high-performing and inclusive atmosphere.
* Manage compensation and benefits schemes, ensuring they are competitive and fair.
* Leverage HR technology and data analytics to make informed decisions.
* Craft powerful talent acquisition strategies to build strong pipelines for future hiring needs, ensuring a steady supply of diverse and qualified candidates.
* Formulate career development plans that foster employee growth, engagement, and retention.
* Promote inclusion in the workplace and reinforce our position as an equal opportunity employer, ensuring diversity and equity are integral to our culture.
* Ensure our hiring, onboarding, and management procedures are effective and inclusive for employees from diverse backgrounds.
* Supervise and provide strategic guidance to the HR team to ensure seamless HR operations.
* Evaluate training and development programs to enhance employee skills and knowledge.
* Develop HR policies that align with our mission, values, and business objectives.
* Analyse the effectiveness of our HR procedures and tools, implementing improvements to enhance efficiency and employee experience.
* Ensure HR plans are aligned with the organization’s long-term growth and strategic objectives.
* Collaborate with executive leadership to provide insights and data-driven recommendations on workforce planning and talent management.
* Stay abreast of industry trends, best practices, and changes in labour legislation, incorporating them into HR strategies and policies.
* Lead organizational change initiatives, ensuring smooth transitions and employee buy-in.
* Oversee employee relations matters and ensure effective conflict resolution and communication.