

People Partner – JV

We are seeking a dynamic and empathetic People Partner to join our team. As a key member of our HR function, the People Partner will play a critical role in fostering a positive and supportive workplace culture. The ideal candidate will have a proven track record of successfully managing employee relations, conducting investigations, and providing guidance on HR-related issues. With strong interpersonal and communication skills, the People Partner will act as a trusted advisor to managers and employees, fostering a positive and inclusive work environment. If you have a passion for people and the ability to balance business and employee needs, we would love to hear from you.

Key Responsibilities

- Support the business with recruitment, performance management, succession planning, retention, talent development, compensation and rewards, employee relations, and employee engagement.
- Review the brand's operating model and workforce planning approaches to ensure optimal organizational structures are in place to support future focus, growth, scalability, and employee satisfaction
- Escalate or respond to employee feedback to ensure local approaches motivate and develop employees to deliver high quality, customer-centred services.
- Be an active representative of the voice of People and provide guidance around HR policies, approaches, and Culture transformation.
- Lead the development and implementation of local People strategies.
- Collaborate with learning to implement brand specific employee onboarding, training, and development programs to improve the depth and breadth of employee's skills set and to raise awareness around behavioural, technical and leadership competencies.

What you'll need to succeed

- Excellent knowledge of HR best practices and industry standards
- Proven experience HR Project Management for tech start up industries
- Organized and time sensitive, yet flexible to work priorities and employees' style of work.
- Able to influence without authority and to be regarded as a credible trusted advisor to the business
- Employee centric with the ability to build trust and act as a coach and mentor for employees
- Self-aware, with the appropriate leadership skills to inspire, manage and develop high performing teams
- Comfortable with healthy challenge and able to operate at a strategic level
- Commercially minded with the ability to manage budgets, and interpret complex data & analytics to support decision making
- Resilient and able to effectively balance multiple priorities in line with deadlines
- Exceptional communication, relationship-building, and project management skills
- Future focused with the ability to use creative and inspiring approaches to enhance employee experience programs, concepts, and techniques
- University Degree in Business Administration, Human Resources, or Psychology/ MBA and Coaching Certificates are a plus
- 6-8 years of relevant experience with at least 4 years in a similar role

What we can offer you

With us, you will turn your aspirations into reality. We will help shape your journey through enriching experiences, learning and development opportunities and exposure to different assignments within your role or through internal mobility. Our Group offers diverse career paths for those who are extraordinary, every day. We recognise the value that you bring, and we strive to provide a competitive benefits package which includes health care, child education contribution, remote and flexible working policies as well as exclusive employee discounts.