

## Human Resources Director, Asia

- Strategic and regional focus
- Based in Manila, Philippines

- Annual Cash Compensation + Bonus + Benefits, negotiable

**ERLMS Limited is a professional management consulting firm specialising in providing Organisational & Human Resource Management Consulting, IT System Development & Solution and Executive Search services to companies worldwide.**

**Our client, one of the world's largest technology and engineering company is seeking a Human Resources Director, Asia based in their Shared Services organisation in Manila, Philippines.**

### **Reporting to the Head of Human Resources, Asia-Pacific, your primary responsibilities include:**

- Direct and manage the full spectrum of HR activities in Asia, covering 8 countries excluding China, India & Australia
- Provide strategic direction and advice to the Business Leaders and HR Business Partners on all areas of HR management
- Ensure delivery of high quality HR services and contribute to the strategic leadership of a changing and dynamic organisation across designated countries in Asia
- Work with senior management to facilitate on-going change processes within the organisation
- Lead and ensure cross country human resources programmes, policies and systems are in line with corporate and regional objectives and organisational development plans; and that they comply with local country and head office regulations
- Lead and advise on the implementation of all HR programmes and initiatives to ensure fair and consistent application of policies and procedures across countries
- Lead, motivate, drive and manage HR professional teams to meeting HR plans and objectives and ensure that high performing and productive HR teams are established in Asia
- Ensure accurate and up-to-date country and market data are reported and provided as and when required for management decision making process and for HR policy and programme development
- Drive global and regional initiatives including leading assigned strategic processes and projects

### **KEY SKILL AND ATTRIBUTE REQUIREMENTS FROM THE INDIVIDUAL**

- Strong business acumen
- Good HR strategic planning and operational management experience, preferably across some countries in Asia
- Good understanding of the complexities of people management practices across Asia region
- Good customer orientation and sensitive to cross-cultural environment and consulting with multiple stakeholders
- Excellent interpersonal, presentation and persuasive skills that can influence senior management
- Capable of handling a high level of responsibility and autonomy
- Strong people management and leadership capability
- Experience in dealing with senior and top management executives
- Ability to work under pressure, challenging working environment and tackle problems in a positive way
- Good command of both written and spoken English, additional Asian languages a plus
- Computer literate

### **WORK EXPERIENCE AND QUALIFICATION**

- Bachelor's Degree in Human Resources or other related discipline
- 15 years of HR Management experience, of which 8+ years must be in a senior HR leadership role and preferably from large multinational corporations
- Regional experience required

**HR Directors from leading multinational companies and Senior HR Professionals with Asian experience are encouraged to apply.**

**The Hiring Company would like to have someone on board as soon as possible. Interested candidates, please send in your application immediately.**

**To apply, please email your detailed resume with a covering letter explaining your suitability for the position to ERLMS Limited on [executivesearch@erlms.com](mailto:executivesearch@erlms.com). Please also indicate in the resume your current and expected salary packages.**

**ERLMS Limited**

Management Consulting & Services

All information collected is solely for recruitment purpose and will be treated in the strictest confidence.