

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. 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.