

Head of Talent Acquisition – Asia

- Regional opportunity
- Based in Manila, Philippines

- Annual Package: Cash Compensation Negotiable + Performance Bonus + Benefits

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 food manufacturing companies, is seeking a Head of Talent Acquisition to be responsible for all talent acquisition and recruitment activities across 5 countries in Asia, namely Malaysia, Philippines, Singapore, Thailand and Vietnam.

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

- Oversee and manage the talent acquisition management function and teams across assigned countries in the Asian region.
- Lead the overall talent acquisition and recruitment and selection teams and activities for the organisation across assigned countries in the Asia region; ensuring all recruitment and selection processes, programmes, campaigns and related activities are efficiently carried out.
- Work with individual country business leaders and managers to identify recruitment needs and define and implement recruitment plans and processes to ensure all hiring needs are competently carried out to meet business requirements.
- Define, develop and implement sound recruitment strategies, systems, plans and processes that align with country business objectives and regional/corporate directions and goals.
- Work with other HR teams to ensure long term competitive advantage in attracting and retaining high performing employees across the Asia-Pacific region and to ensure all talent acquisition policies, processes, plans and activities are efficiently carried out, and in alignment with other HR activities and the overall company's business plans and objectives.
- Review current recruitment and selection processes and practices and recommend new processes and systems to ensure consistency and optimisation of efficiency across assigned countries in Asia.
- Build strong local country talent acquisition team capability across assigned countries in Asia.
- Act as the primary contact and internal consultant for the organisation in assigned countries in Asia on all talent acquisition and recruitment and selection related issues - interface with country HR teams and country business leaders and managers to provide sound advice and solutions to complex talent acquisition operational issues.
- Stay abreast of the market trends, country legal and regulatory changes and competitors' practices, keep business leaders and HR teams up-to-date, identify areas of long-term development within the talent acquisition environment for assigned countries in Asia, research related market issues, and propose and develop solutions to overcome individual country recruitment and selection operational issues.
- Lead and manage assigned country talent acquisition staff members to ensure strategies and plans support local country business goals.
- Assist the Head of Human Resources, Asia-Pacific in:
 - Leading the development of the organisation's talent acquisition frameworks; reviewing, developing and implementing consistent and effective policies and systems across Asia-Pacific while adapting to the unique differences required for individual countries due to local predominant market practices and/or statutory regulations.
 - Identifying and evaluating external executive search firms and candidate assessment providers across assigned countries in Asia, and in negotiating external providers' service offerings and fees.
 - Providing directions to HR teams and local country management to ensure recruitment plans and activities meet local business plans and objectives.

KEY SKILL AND ATTRIBUTE REQUIREMENTS

- Strong business acumen with sound recruitment and talent acquisition experience
- Demonstrate strong level of knowledge and skills in the delivery of recruitment and selection solutions across countries in Asia
- Exposure to candidate assessment tools and methodologies from reputable assessment providers
- Ability to see the big picture and to think long term perspectives
- Computer literate
- Comfortable at dealing with people of all levels and nationalities
- Strong interpersonal, presentation and persuasive skills that can influence senior management
- Good command of written and spoken English; additional Asian languages a plus

WORK EXPERIENCE AND QUALIFICATION

- Bachelor degree or above qualifications
- Professional training qualifications granted by internationally recognised Assessment Centres
- 12+ years of HR management experience with at least 8 years of in-depth talent acquisition, recruitment and selection experience
- Regional experience gained from within a multinational corporation is highly preferred
- Different levels of employee recruitment experience; management staff and executive hiring experience a definite plus

Recruitment Specialists and Managers with Asian experience from within a reputable search firm or multinational company are most 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.