

Regional Human Resources Head - Asia

- **Regional Focus**
- **Based in Hong Kong**

- **Competitive Annual Guaranteed Salary + 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 largest international logistics and distribution companies, is seeking a Regional Human Resources Head, Asia to be based in its office in Hong Kong.

Reporting to the Global Head of Human Resources based in the United States and working closely with the Country and Business Heads in Asia, your primary responsibilities include:

- Lead the overall Human Resources Management function, activities and strategies for the organisation across Asia.
- Overall responsibility of the Human Resources Management function for 8 countries in Asia; namely Hong Kong, India, Japan, Korea, China, Singapore, Taiwan and Vietnam.
- Oversee the strategic management and operation administration as well as champion, develop and execute the region's Talent Acquisition and Management, Leadership Management, Performance Management, Compensation and Benefits Programmes, Employee Engagement, and HR Process and HR Information Technology System activities for Asia.
- Responsible for the strategic leadership of the HR function, providing strategic direction and advice to Country and Business Leaders and HR teams on all areas of HR management and developing high quality HR services across countries in Asia.
- Responsible for optimising workforce performance, HR processes and systems across countries in Asia covering areas such as HR operations and administration, talent acquisition and manpower planning, performance management, learning and organisational development, employee relations and communications, compensation and benefits, leadership development, succession planning, HR budget management and HR management reporting.
- Act as the Regional HR advisor to ensure effective people management and act as a member of a high-performing local and regional management team to contribute to the cross-sharing of best practices and ideas.
- Work with Country and Business Leaders and HR teams to present HR-related information, ideas and plans that enable smart business decision-making to happen.
- Lead and manage HR teams to competently contribute to the design and development of effective recruitment and selection, attraction and retention, talent management, succession planning, compensation and benefits planning, training and leadership development, and performance management programmes and policies to attract and retain the best people.
- Responsible for driving all Talent Acquisition and Leadership Management strategies and policies and developing strong Performance Culture in the Asia region.
- Responsible for driving a higher Employee Engagement by ensuring appropriate measurements and information are available to support processes across countries in the region.
- Responsible for reviewing, recommending and leading HR cost reduction initiatives relating to HR administration processes and systems.
- Responsible for leading and implementing HR projects and other ad hoc initiatives for the region and as assigned by the Corporate Office in Europe.
- Proactively seek out issues or obstacles to reach out to HR team members in the region to encourage smooth sharing of information and completion of projects.
- Lead, motivate, drive and manage HR professional teams to meeting HR plans and objectives and to ensure that high performing and productive HR teams are established in Asia.

KEY SKILL AND ATTRIBUTE REQUIREMENTS

- Good HR strategic planning and operational management experience, preferably across some countries in Asia.
- Good understanding of the complexities of people management across countries.
- Good people and customer orientation ability and sensitive to cross-cultural environment with an understanding of how to work across a diverse geographical region and consult with multiple stakeholders.
- Capable of handling a high level of responsibility and autonomy.
- Strong people management and leadership capability.
- Strong business acumen.
- Self-motivated and self-driven seasoned human resource professional, with extensive HR expertise knowledge and skills.
- Proactive and result oriented with a strong sense of accountability.
- Ability to work under pressure, challenging working environment and tackle problems in a positive way.
- Experience in dealing with senior and top management executives.
- Multi-cultural background and comfortable dealing with people of all levels and nationalities.
- Excellent interpersonal, presentation and persuasive skills that can influence senior management.
- Good command of both written and spoken English, additional Asian languages a plus.

- Computer literate.

WORK EXPERIENCE AND QUALIFICATION

- Bachelor degree or above qualifications.
- A proven track record of performance in various disciplines in HR (at least 10 years of experience in HR and at least 4 years of some Asian countries' experience), preferably gained from large multinational corporations.
- Good knowledge of Excel and PowerPoint; must be able to make quick analysis through using excel spread sheets.
- Experience working with local and expatriate senior and top management executives.

Competent HR Generalist Professionals with good Asian country experience from within large multinational companies 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 to ERLMS Limited on executivesearch@erlms.com. Please also indicate in the resume your current and expected salary packages, a must

ERLMS Limited
Management Consulting & Services

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