

## Regional Resourcing Manager, 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, a multinational is seeking a Regional Resourcing Manager, Asia to be responsible for all hiring, manpower resourcing and recruitment activities across assigned countries in Asia.

### Reporting to the Head of Human Resources, your primary responsibilities include:

- Oversee and manage the resourcing and recruitment function and teams across assigned countries in the Asian region.
- Lead the overall manpower planning, recruitment and selection teams and activities for the organisation across assigned countries in the Asia region; ensuring all resourcing, recruitment and selection processes, programmes, campaigns and related activities are efficiently carried out.
- Work with individual country business leaders and managers to identify manpower and recruitment needs and define and implement manpower and 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 country HR teams to ensure long term competitive advantage in attracting and retaining high performing employees across the Asia region and to ensure all recruitment and hiring 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 recruitment 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 manpower resourcing 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 recruitment and employee retention and management 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 resourcing 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 the development of the organisation's manpower planning and resourcing frameworks; reviewing, developing and implementing consistent and effective policies and systems across Asia while adapting to the unique differences required for individual countries due to local predominant market practices and/or statutory regulations.
- Identify and evaluate external executive search firms and candidate assessment providers across assigned countries in Asia, and in negotiating external providers' service offerings and fees.

### KEY SKILL AND ATTRIBUTE REQUIREMENTS

- Strong business acumen with sound manpower resourcing and recruitment management 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
- 12+ years of HR management experience with at least 8 years of in-depth manpower planning, resourcing, 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

Senior Recruitment Specialists and Managers with Asian experience from within a 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](mailto:executivesearch@erlms.com). Please also indicate in the resume your current and expected salary packages.

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