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# Example of HR Leader Job Description

Our company is growing rapidly and is hiring for a HR leader. If you are looking for an exciting place to work, please take a look at the list of qualifications below.

## Responsibilities for HR leader

* Assist in driving the plan to design and develop, metrics and analytics, leadership development, succession planning, talent management and learning and development
* Organizational design and effectiveness - acts as the business partner and coach to the plant leadership team to assess and ensure optimal organizational design, people practices and standards to deliver operational strategy
* Labor Relations – development of LR Strategy, lead local spokesperson for all LR matters, leadership coaching, contract administration, grievance resolution
* Employee engagement - owns and drives Starr site employee engagement and communication strategy & execution
* Safety Leadership – assists the leadership team in ensuring a clear and effective measurement system is followed and used to drive results
* Leads Reward and Recognition programs and Employee Wellness for Starr
* Allocate day to day work across team, ensuring focus is on the right priorities and that workload is distributed according to skill set
* Set team objectives to achieve EMEA MPS goals
* Review and manage individuals’ performance
* Identify and facilitate process improvements, ensuring they happen in line with plans

## Qualifications for HR leader

* Demonstrated ability to influence key decision-makers and to negotiate with internal constituents across the company, and various functional and program groups
* Ability to quickly learn and acquire knowledge of GBS - HR COE’s and Operations
* Some knowledge of international privacy laws as they relate to personal data
* Experience in TL role required (not necessarily in HR), people management skills, customer orientation, advanced communication, organizational and presentation skills
* Strong PC skills (Microsoft Office, in particular Word, Excel and PowerPoint, knowledge of Oracle)
* Advanced knowledge of French/Spanish is preferred, other European language is an advantage (Italian)