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# Example of Regional HR Job Description

Our company is growing rapidly and is searching for experienced candidates for the position of regional HR. Thank you in advance for taking a look at the list of responsibilities and qualifications. We look forward to reviewing your resume.

## Responsibilities for regional HR

* Develop compensation and benefits strategies to meet the business needs of the rapidly growing organization, to include fixed and variable pay programs highly aligned with business values and outcomes, recognition programs, retention initiatives designed to address situational needs, and broader annual incentives
* Develop, implement, and administer compensation policies, programs and practices including pay structures, performance-based pay, employee recognition programs, ensuring internal and external equity
* Serve as the internal consultant and primary point of contact for all compensation and benefits services to the HR business partners in the region
* Communicate and train the workforce in the compensation and benefits programs, policies and processes
* Manage all outsourced compensation and benefits components
* Ensure that all compensation and benefits programs are compliant with applicable laws, regulations, and corporate guidelines
* Undertake HR projects related to Compensation and Benefits administration
* Act as an escalation point for Regional HR and liaise with the Prague HR Services operational team as required to solve issues
* Liaise with HR Services Teams such as Programs & Change Management and Service Management as part of ensuring effective delivery of services, projects and initiatives that impact relevant business areas
* Own the overall quality of regional service delivery whether this is delivered from Prague or other HR Services locations

## Qualifications for regional HR

* Sound judgment, business acumen and the ability to make a contribution to the business as a whole
* Must have outstanding interpersonal and communication skills, both verbal and written, the ability to communicate at all levels of the organization
* Must be effective at influencing management
* Capability, energy, experience, presence and outlook to quickly establish HR’s credibility with the senior leadership team
* Experience in navigating efficiently through a matrix organization with informal roll up your sleeves and get it done leadership style that is people-centric, effective and marked by a high level of energy
* Current certification(s) in related areas, , Achieve Global, Lominger, Insights