



## Example of Director, HR Business Partner Job Description

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

### Responsibilities for director, HR business partner

- Facilitate compensation activities in line with the firm's strategy
- Oversee the talent acquisition needs for the groups
- Work across and either lead or support global projects for the broader Talent team Onboarding and performance management initiatives
- Facilitate and develop learning activities for management and employees in conjunction with the Organizational Development team
- Lead San Francisco agencies' annual activities in the Talent team including the Annual Talent Review, Compensation Planning and Talent Planning for the units
- Partner with the Employee Relations team to ensure strategic decision-making and compliance in all performance and restructuring activities
- Lead initiatives on performance management, talent development, practices, and HR tools
- Oversee annual activities including the global performance management roll-out, the talent review, calibration and internship programs
- Counsel and advise managers within respective client group on all employee relations that pro-actively addresses issues that surface
- Partner with the senior leadership team to drive a high performing culture in an integrated wealth & asset management structure by promoting leadership skills and performance management, improving staff engagement levels

- Experience in influencing the business strategy and shaping HR strategic direction
- Strong leadership ability to champion important issues work collaboratively with business and HR partners
- Minimum of 10 years relevant HR Business Partner experience, ideally having worked in a global role
- Significant experience working with senior leaders, leading teams and working in complex global matrix organizations
- Be a contributing member to the brand leadership team
- Oversee and drive the global delivery and execution of HR programs and services consistently across brand, function, or geographic areas based on a deep understanding of the global business strategy, environment, and the people management implications