



## Example of Director, HR Business Partner Job Description

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Our innovative and growing company is looking to fill the role 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

- Provides guidance and input on business unit restructures, organization design, workforce planning and succession planning
- Direct HR processes including new hires and transfers in partnership with the Talent Operations team and Centers of Excellence across NA
- Provide guidance on talent statistics and manager action plan response as a result of employee surveys
- Play a key role in strategic diversity initiatives including research, planning, promoting, and execution of events
- Assess the HR implications of strategic options based on the understanding of designated business units and the business units drivers and strategies, develop and deliver well integrated people strategies within the business units
- Develop a close and effective working relationship with the CHRO in the respective countries and Regional & Group function HR business partners to support the need of designed client groups and best practice sharing across geographies & functions
- Provide / broker CoEs and Shared Services expertise and a broad suite of HR services and specifically identify the best solution to meet the business' needs
- Ensure strong customer relationship satisfaction levels as a result of providing high value deliverables to the business
- Leads the execution of enterprise HR initiatives across all supported

- Advises and supports senior leaders in the execution of employment practices ensuring an appropriate balance between business requirements, ethical issues and employment law

### **Qualifications for director, HR business partner**

- The ability to articulate a practical vision for change the ROI for HR initiatives
- Tenacious and high resilience needed
- Organized, detail-oriented and data driven
- Comfortable in a fast-paced, matrix work environment
- Ability to work within and across a geographically dispersed BU and company
- Degree of executive influence