



Example of Manager, People Job Description

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Our growing company is searching for experienced candidates for the position of manager, people. Please review the list of responsibilities and qualifications. While this is our ideal list, we will consider candidates that do not necessarily have all of the qualifications, but have sufficient experience and talent.

Responsibilities for manager, people

- Coach and develop the senior management team in order to give them an understanding of the wider aspects of the business and agreed People strategies
- Provide support in the preparation and execution of employee disputes and disciplinary
- Build and maintain effective working relationships internally and externally and promote the reputation of the HR function and the Company's values
- Support employee onboarding leveraging regional and HQ support
- Partner with payroll to ensure any questions are answered in a timely way
- Building a strong business relationship with the locational leadership team
- Translate business questions/needs into appropriate analytical problems, do high-quality analysis, and turn outputs into concrete, actionable business insights
- Conduct analyses in the areas of compensation, benefits, engagement, retention, diversity, talent acquisition, L&D, organizational design & effectiveness
- Leverage engagement, management feedback, exit and pulse surveys to analyze & identify talent issues within organizations
- Exhibits a strong customer-focused approach in order to build alliances with management

Qualifications for manager, people

- Ability to prioritise and manage a busy team workload within tight deadlines together with proven competence in a fast paced deadline orientated environment
- Actively stay updated on new trends and technologies in his/her field of expertise for by partnering with external providers associations, research centers and companies
- 7+ years in the Compensation and Benefits field, ideally in fast growth performance driven cultures with hands-on experience in start-ups preferred
- A solid knowledge of South East Asia compensation and benefit landscape
- Good presentation skill with demonstrated ability to work with senior stakeholders