



Example of Regional HR Manager Job Description

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Our company is looking for a regional HR manager. To join our growing team, please review the list of responsibilities and qualifications.

Responsibilities for regional HR manager

- Understand how HR impacts the business and profitability, and subsequently develop and deploy people strategies to help achieve business-driven objectives and improve organizational capability
- Align all HR initiatives, programs and processes for the Region with both the short- and long-term business objectives and deploy them and related action plans in partnership with the HRMs
- Drive organizational capability assessments (OCA) to assess pipeline strength, determine organizational and skill gaps, identifying and supporting all necessary talents development and organizational actions
- Drive the APEX – Achieving Performance EXcellence – performance-management process and tools to help 'raise the bar' for individual performance and measure sustained improvements
- Provide solutions to coach and educate managers, supervisors and employees on company guidelines, supervision, counseling process, conflict resolution, interpersonal communications and effective group interaction
- Identify opportunities and recommend the best approach to optimize and standardize practices and processes to drive consistency across the Region, including US, Mexico and Canada
- Develop and deploy HR Scorecard to monitor the performance of the key indicators, HR programs and initiatives, including HR budgets
- Provide both remote and on-site support to all regional facilities as needed
- Provide project management for global data standards implementations within the business for key PeopleSoft data fields that are critical to the SBG's business and HR reporting

our PeopleSoft systems

Qualifications for regional HR manager

- Demonstrated knowledge of regional employment laws and agencies, and compliance related issue resolution
- Self-directed and results oriented, including the ability to work effectively across all levels of the organization
- Must demonstrate proficiency and experience working with and responding to government agency inquiries
- Must have excellent oral, written, and interpersonal skills
- Experience in process improvement or project management, a plus
- Masters degree in business administration or human resources management from an accredited institution