

## HR Business Partner

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Company: Tanqeeb

Location: Askar

Category: business-and-financial-operations

### Job Description

The Human Resources Business Partner provides leadership and takes overall functional responsibility for a broad range of human resource activities and initiatives for the Kimberly Clark at Askar manufacturing facility. This role is both a strategic and hands on role through partnering with the Business Leaders and employees on day-to-day basis. This role supports to help develop and deliver the people strategy and business solutions. The HRBP for Askar Mill will provide leadership to support the culture that emphasizes employee engagement, quality, safety and effective continuous improvement implementation to drive a highly productive workforce.

As a member of the Site Leadership Team for the Mill, the HRBP will apply expertise in various areas including performance management, organizational development, leadership development and project management to enhance business effectiveness. Additionally, this role will collaborate with HR colleagues in GCC and corporate HR experts to implement and execute the strategic K-C people and culture agenda. In addition, strong collaboration with a diverse group of HR partners to align key priorities with the business and deliver professional service is expected.

### Key Accountabilities

Lead HR team and act as a business partner and advisor to Mill leadership in a manner that builds trust, develops talent and reflects the continuous improvement mindset required to drive success through supporting the performance of others.

Develop and manage the organization talent strategy which includes Talent Acquisition, D&I strategy, Workforce Planning, Organizational effectiveness, Talent Management, KPIs, Retention and Recognition Planning & Culture

Build and influence strategic business solutions by using a flexible communication approach, analytical thinking, breakthrough thinking & facilitating relationships comprising of different levels of employees.

Provide coaching for mill leadership, on onboarding, performance and career development.

Develop workforce plans (long term and short term) in partnership with GCC HR Director.

Ensure legal policies and procedures (including region-specific compliance requirements) are followed and maintained.

Identify business compensation needs and partner with COE to find solutions and/or provide compensation consulting to leaders, in order to attract and retain talent for the organization.

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experts to implement and execute the strategic K-C people and culture agenda. In addition, strong collaboration with a diverse group of HR partners to align key priorities with the business and deliver professional service is expected.

## Requirements

**Education:** A Bachelor's degree in business, human resources, organizational management, or a related field is required. An advanced degree is preferred.

**Language:** Fluent English and Arabic languages.

**Experience:** Three years of work experience in Human Resources or a closely related field is required. Preferred experience includes HR generalist or lead HR supporting an operations or regional client group. Experience working in highly matrixed organizations with demonstrated success leading organizational change and influencing and coaching at the executive level and strong business acumen with a demonstrated ability to develop and align HR initiatives to accelerate achievement of strategic business objectives. Experience in designing and executing talent strategies, analyzing talent data, tracking talent trends and talent movement across the organization.

**Critical Skills/ Qualifications:** Holds strong entrepreneurial spirit and excels in ambiguous, change-laden environments. Ability to learn fast, be curious and demonstrate agility in order to shape and develop an HR agenda. Collaborative partner with the ability to communicate effectively and build trust quickly across all stakeholder groups and galvanize senior leadership, management, and employees to optimize organizational / team performance and achieve full potential. Excellent in Microsoft applications especially PowerPoint, Excel, and Word. Working knowledge of SharePoint, Workday and understanding of Employee survey data.

***This role is available for local candidates already authorized to work in the role's country only. K-C will not provide relocation support for this role.***

**Primary Location**Bahrain- Olayan

**Additional Locations**

**Worker Type**Employee

**Worker Sub-Type**Regular

**Time Type**Full time

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