RCL

Regional Container Lines

Join US!

AGM (HRBP)

Responsibilities:

- Act as a strategic Human Resources Business Partner to senior management and business leaders, providing HR advisory and solutions aligned with business objectives and organizational growth.
- Ensure HR policies, guidelines, and compliance standards are effectively communicated and implemented.
- Workforce planning to support manpower growth plans.
- Talent Management initiatives, including talent identification, development, retention, and succession planning for critical and leadership roles.
- Manage and resolve complex employee relations issues, ensuring compliance with labor laws and internal policies.
- Oversee and support Performance Management processes, including goal setting, performance reviews, feedback, and performance improvement initiatives.
- Partner with Learning & Development to design and implement training, leadership development, and capability-building programs.
- Analyze people data and HR metrics (People Analytics) to identify risks, trends, and opportunities, and present actionable insights to management for informed decision-making.
- Provide guidance on compensation and benefits matters, including salary structure, merit increases, and promotion proposals.
- Collaborate closely with HR functional teams (TA, L&D, OD, ER & Engagement) to ensure integrated and effective HR service delivery.
- Lead, coach, and develop the HRBP team to enhance capability and readiness in supporting a fast-paced, project-driven real estate organization.

Qualifications:

- Bachelor's degree or higher in any field.
- At least 12 years of working experience in HRBP, HR Strategic, or HR Generalist.
- At least 7 years of working experience to management HR Team.
- Excellent communication, negotiation, and stakeholder management skills.
- Business-level proficiency in English.
- Drive & able to work well under pressure.

Apply Now

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