RCL
Regional Container Lines

Join US!

AGM/ GM (Regional HR)

Responsibilities:

- Implement effective management and development of human resources to correspond with business goal and direction.
- Develop & guide performance management processes for Non China Region
- Improve and manage recruitment practices for Non China Region
- Develop and implement total company training plan for Non China Region
- Implement career development initiatives for Non China Region
- Improve management of HR cost in for Non China.
- Develop and implement compensation & benefit structures & policies for Non China Region
- Compliance with statutory requirement in the management of human resources for Non China Region (local labor protection law and staff income tax implications).
- Monitor and review information & reports on people matters i.e. turnover / recruitment / headcount control / training activities / personnel costs, etc.
- Ensure all job descriptions are updated and JD policy and procedures are adhered to.
- Give counsel to Location Heads & HR Location on HR issues and handle employees grievance issues in compliance with Company's working rules & regulations.
- Ensure all HR related policies and procedures are updated and legally compliant.
- Manage and review employees' benefits and welfare for Non China Region
- Oversee AI /bonus exercise within stipulated timeline for Non China Region
- Review HR service deliveries and work processes for further improvement.
- Establish annual HR budget in accordance with Management policy.
- Review annual HR action plan in line with company objectives.
- Monitor and coach subordinates to improve performance and self –develop for career advancement.

Qualifications:

- Bachelor's degree or higher in any field.
- At least 10 years experience in HRM, HRD or HRBP.
- At least 5 years experience in Manager Level.
- Good interpersonal, communication, problem-solving skills, creative thinking, self-motivated, and result-driven.
- Good computer skills in Microsoft office (MS Excel, MS Word, MS PowerPoint).
- Able to communication in English.
- Able to work well under pressure.
- Good working experience with SEA Region will be advantage.



Apply Now

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