

Position Profile

March 2021

Position:	Senior HR Generalist
Client:	Agribusinesses International Company
Reporting Line:	Country HR Manager
Job Summary:	<p>This position is primarily responsible for implementing the HR Strategy to the HGR Site so that we can have the same HR practice across Thailand, and also be able to attract, manage, develop and retain our employees</p> <ul style="list-style-type: none">• To bring to life a talent strategy that supports growth and people development & engagement; keep a 'pulse' of the business and develop appropriate OD interventions that strengthen the health of the organization to enable a high performing culture• To drive efficiency across the HR operating model by: standardizing of Thailand HR Policies & practices, leading and managing unit specific projects, providing HR support to Line Managers, and interfacing with Line Managers at HGR site• To guide and support Line Managers to most effectively and efficiently serve R&D employees. Address any escalated issues as needed• To analyze and interpret issues, as well as employment standards, regulations, and laws to understand how these impact the organization and adapt employee relations practices as appropriate
Responsibilities:	<ul style="list-style-type: none">• Support Line Managers on the implementation of HR strategic plan for R&D site as well as to ensure that we have the same HR practice between R&D and Commercial team• Propose relevant and impactful HR solutions to the business• Support and foster employee advocacy as well as establish & manage 'Welfare Committee' which is the key mechanic to strengthen the employee relations in R&D• Giving advice and consultation to both LM and employees when questions of work morale or relationship issues have been raised• Actively consult and provide solutions to Line Managers on workforce, talent and organizational matter• Partner with Function Head / key stakeholders to identify, assess, reward and develop talent• Bring best practice to the design and implementation of workforce and talent initiatives that align with the key business objectives• Model and instill a talent focused culture / core values of the Company• Participate in recruitment panels, conduct interviews, assess candidates, and support other key recruiting activities as needed including university relationships• Identify and address HR trends with targeted and insightful solutions that impact the business in that area• Support locally based R&D employees by identifying / resolving critical issues• Advise Line Managers to ensure that all R&D – employees relationships in the team are conducted in the way that complies with employment contracts, regulations, laws and the organization's employment policies and standards• Keep up-to-date with the employee relations climate in the organization and the industry and with proposed and actual changes in employee relation regulations so that the organization's employee relations policies related with remain current & relevant• Be a partner with function head/ key stakeholders about workforce planning, staffing to ensure that the R&D site can be operated as planned. Also support on facilities & benefits provision to R&D employees and make sure we are competitive & attractive to attract newcomers in that area

Qualifications:

- Bachelor's degree in any fields with at least 7 years experience in HRM/HRD
- Background in FMCG is preferred
- Good understanding of people process such as workforce planning, recruitment, people development, performance management
- Strong coaching and counselling skills
- High ethical standards, passion in people, good motivating and influencing skills
- Good command of spoken and written in English, effective communication
- Be able to work independent
- High mobility

Core competencies:

- Being Resilient
- Situational Adaptability
- Accountability and drive for results
- Strategic mindset
- Collaborates
- Persuades

Leadership competencies:

- Business insight
 - Communicate effectively
 - Making complex decision (managing complexity, decision quality and balancing stakeholders)
 - Drive engagement
 - Instill trust
 - Building effective teams
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