



WE ARE HIRING A HUMAN RESOURCES BUSINESS PARTNER - HRBP

Job Grade: MLC

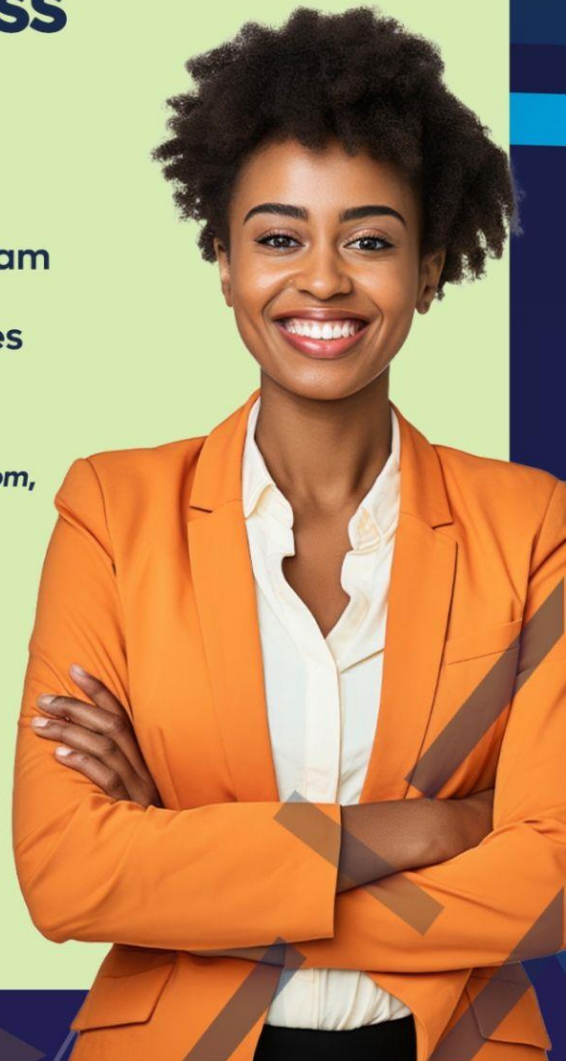
Location: Head Office, Dar es Salaam

Reports to: Head, Human Resources

To apply for the job, simply visit tz.kcbgroup.com,
then 'careers' page, and submit your
application

Deadline: 03rd May 2024

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KEY RESPONSIBILITIES

- Acts as the primary HR reference contact for staff and line management and proactively support the delivery of HR Processes.
- Spearheads and champions organization design and change in liaison with line management, develop win-win and business aligned structural /staff changes.
- Leads, manages and executes the performance management framework HR (annual performance cycle and activities, reviews, appraisal, moderation, performance improvement programs, managing non-performance).
- In liaison with the Resourcing Department, develop and execute manpower plans, recruitment and selection.
- In liaison with the HR Learning, Development and Talent Department identify and develop training interventions to bridge staff skill and business competency gaps, drive and sustain the Talent Management strategy and plans (identify, develop and retain talent, designs succession plans for key talent and critical roles.
- In liaison with the Employee Relations and Wellness Department, develop and sustain an enabling work environment for staff, implements staff recognition, disciplinary and grievance handling policies and procedures for own HR area.
- In liaison with the Reward and Policy Department, develop performance-oriented reward and incentive propositions for staff.
- Develops, manages and or maintains relationships with INTERNAL / EXTERNAL customers/stakeholders/supplies relating to own HR Area: Staff, Heads of Department, Line Managers, Functional Directors, Regional Managers, and Branch Managers.
- Maintain accurate and consistent data, records and statistics relating to own HR area.

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QUALIFICATIONS AND EXPERIENCE REQUIREMENTS

- Bachelor's Degree in HR Management OR a Business Related Field
- Professional qualifications; Certificate /Diploma/ Higher Diploma or Post Graduate Diploma in HR general or a specific area of HR
- Master's Degree in HR Management OR a Business Related Field is an added advantage
- Total minimum number of years' experience required is 8

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