



Job Description

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Job Title Country People Lead	Job Location Kampala	Category Human Resource (HR)
Job Type Full Time	Job level Head of Department	Industry Manufacturing
Open to Expatriates Open to Expatriates & Local Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry Manufacturing: 3 Years
Secondary Industry -	Primary Category Human Resource (HR): 8 Years	Secondary Category -
Certificate -	Qualification -	

Summary

The Country People Manager is accountable for shaping and driving the people agenda within the Country site teams. The country People Manager will have specific responsibility for coaching and working with line management to implement and manage the people cycle and priorities and delivering all the key people processes, manage and quality-assure world-class HR approaches and processes, and ensure that the interests and needs of the business unit and its employees are addressed, in order to create and sustain the dream, people, culture principles

Responsibilities

- Partner with the country /Functional Leadership Team to lead, manage and support their teams to delivering on business priorities
- Ensure that the HR service delivered drives business results and supports the business strategy
- Build HR capability and credibility through robust development and coaching.
- Embed the People Cycle at the Sites
- Manage the talent processes to support the current and future development and deployment needs of the Region
- Ensure that all relevant legislative diversity requirements are met, and support is provided to function leaders around the diversity agenda.
- Support the annual target setting processes, ensuring an aligned collective effort focused on strategic priorities
- Work with the function leadership to assess learning needs in the Region required to deliver the business strategy
- Support the recruitment process in the country, including ensuring effective onboarding.
- Manage individual reward matters, with support from People Director and in line with policies.
- Ensure Industrial Relations policies and practices are understood and employed by all.
- Manage the resolution of employee relations issues in the region
- Managed Employee Master Data Quality
- Review feedback from Employee Engagement surveys as well as other people data [e.g. exit interviews, KPI scorecards) to understand issues associated with engagement. Develop and implement appropriate plans to focus on building engagement.
- Consolidate and analyse talent data and work with line leaders to ensure that this data is used to inform talent planning
- Plan, monitor and track the people package spend for the region

Education & Qualifications

- Knowledge of local labour legislation and experience in labour relations is required
- Experience in FMCG is preferred
- Demonstrated experience in managing the HR processes related to the end to-end employee life cycle

- Track record of building excellent relationships and credibility with senior business leaders based on solid commercial understanding and an ability to identify customer needs and go beyond just delivering defined HR solutions.
- A track record of building HR capability, shaping culture and leadership behaviours.
- Proven experience in solving strategic business problems with pragmatic solutions.
- Ability to get work done and make a difference i.e. performing and delivering business- oriented HR solutions and approaches through influence, coordination, and individual effort"
- A bias for action and speed, and a track record of delivering in a resourceful manner is essential.
- Ability to manage confidentiality
- High levels of integrity
- Personal and career maturity to comfortably guide and coach senior leaders and managers.
- Strong communication, engagement and interpersonal skills –delivers impactful messages and influences outcomes

Requirements

- 8-10 years Human Resource Generalist experience, with at least 3 years in a management role.
- A bachelor degree in HR, Industrial Psychology or equivalent business related degree

Reporting To

Regional People Lead

Driving Licence

Not Required

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