Job Description

9th Floor Tanzanite Park, Victoria, Dar es Salaam, Tanzania | +255 758 778 886 | info@empower.co.tz

Job Title
Country People Lead

Job Location
Dar es Salaam

Category
-

Job Type
Full Time

Job level
Director / CXO

Industry
FMCG, Retail & Wholesale

Open to Expatriates
Only Open to Tanzanian Nationals

Minimum Requirements

Min Budget
-

Max Budget
-

Primary Industry
FMCG, Retail & Wholesale: 10 Years

Secondary Industry
-

Primary Category
-

Secondary Category
-

Certificate
-

Qualification
-

Summary

The Country People Lead is responsible for leading the end-to-end People (HR) agenda for Tanzania, driving strategic people (HR) priorities that enable business performance and long-term growth. This includes partnering with leaders and Centers of Excellence to embed the People Cycle, build organizational capability, strengthen culture, develop talent pipelines, and ensure compliance with all people-related policies and legislation.

The role serves as the key connection point between business leadership, COE's and People teams, ensuring that all People (HR) strategies, programs, and initiatives deliver measurable business outcomes while creating an exceptional employee experience.

Responsibilities

Strategic Business Partnership

- Partner with the Country Leadership Team to translate business strategy into people plans and priorities.
- Provide strategic counsel on organizational design, workforce planning, leadership effectiveness, and change management.
- Enable business performance through people-focused solutions and interventions.
- Drive a culture of accountability, high performance, and continuous improvement.

Talent & Leadership Development

- Lead the implementation of the People Cycle across Tanzania.
- Drive talent management, succession planning, and leadership development initiatives.
- Consolidate and leverage talent insights to support workforce planning and future capability needs.
- Partner with business leaders to identify and develop critical talent pipelines.
- Build People (HR) capability and strengthen leadership effectiveness through coaching and development.

Culture & Employee Experience

- Champion Tanzania Breweries (AB InBev's) culture and People principles across the country.
- Leverage employee engagement survey results and people analytics to identify opportunities and implement action plans.
- Drive initiatives that strengthen employee engagement, inclusion, wellbeing, and retention.

- Ensure an exceptional employee experience across the full employee lifecycle.

Talent Acquisition & Workforce Planning

- Partner with Head of Talent Acquisition and Recruitment Team to support recruitment activities, to ensure delivery of high-quality talent.
- Ensure effective onboarding and integration of new employees.
- Partner with leaders on workforce planning and capability-building strategies.

Learning & Capability Building

- Assess organizational capability requirements and future skill needs.
- Partner with Learning & Development teams to design and implement development solutions.
- Foster a culture of growth, learning, and continuous improvement across the country.

Employee Relations & Compliance

- Ensure compliance with labour legislation, company policies, and governance requirements.
- Provide leadership on employee relations matters and support complex case resolution.
- Guide leaders in applying fair, consistent, and legally compliant people practices.

Reward & Performance

- Support annual target-setting and performance management processes.
- Partner with Centers of Excellence to manage reward-related matters and ensure policy compliance.
- Contribute to a high-performance culture through effective People practices and performance enablement.

Education & Qualifications

- Bachelor's degree in Human Resources, Industrial Psychology, Business Administration or related field. A recognized HR professional certification (CIPD, SHRM, HRCI, CHRP, CHRM or equivalent) is advantageous.
- 8-10 years of progressive Human Resources experience.
- Minimum 3 years' experience leading people teams or managing HR within a complex organization.
- Strong knowledge of labour legislation and employee relations practices.
- Experience managing the end-to-end employee lifecycle.

Requirements

- FMCG or manufacturing experience.
- Experience partnering with senior business leaders and executive teams.
- Demonstrated success implementing strategic People (HR) initiatives that drive business performance.
- Experience leading organizational transformation, culture, and capability-building initiatives.

Characteristics

- Strategic thinking and business acumen
- Leadership and influencing skills
- Talent management and succession planning
- Employee relations expertise
- Change leadership
- Data-driven decision making
- Stakeholder management
- Coaching and leadership development
- Problem-solving and execution excellence

Driving Licence

Not Required

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