

Position : CHANGE MANAGEMENT SENIOR MANAGER
Headcount : 1 (NR9)
Department : Change Management / CHR
Employment Type : MIMOS Direct Contract 2 years
Closing Date : 31 August 2012



Job Description

The incumbent will manage and review organization's cultural transformation using change management models and strategies. He or She will establish and execute employee engagement procedures and programs to impact positive engagement and effective talent retention, which includes employee relations as well as industrial procedures and programs. The incumbent will be responsible to document, disseminate, and audit adherence to the country and MIMOS policies and procedures. The incumbent plays a prominent role in creating a work environment that attracts and retains talent and aligned to the corporate values and vision.

Responsibilities

- Leads in the development, execution and assessment of organization's cultural transformation using change management model, strategies and tools.
- Leads in the development, execution and assessment of MIMOS SATRIA1 Leadership Core Values procedures and programs.
- Leads in the development, execution and assessment of employee engagement programs to impact high employee engagement and talent retention in partnership with other CHR functional leaders and high-level corporate leaders.
- Supports the corporate and sites' HR issues, employee grievance, labor regulations, and case management. .
- Demonstrates inspiring leadership via project and team management and execution.

Skills Required

- Knowledge in HR Functions, Models, & Theories
- Knowledge and Understanding of Labour Law and Employment Acts
- Change Management
- Communication Skills
- Relationship Building
- Organizing and Planning
- Innovative Thinking
- Motivating Others
- Arbitrary Skills
- Facilitation Skills
- Employee Engagement Skills
- Grievance Handling
- Event & Program Management
- Crisis Management
- Project Management

Requirements

- An experienced professional with at least 10 years of operational and strategic experience in a regional/global environment.
- Demonstrates exceptional ability in conceptual thinking.
- Understanding of employee relations and general HR policies, systems, and delivery model
- Possess a wide range of knowledge in talent attraction, growth and retention.
- Possess wide-ranging experience, uses professional concepts and company objectives to resolve complex issues in creative and effective ways.
- Possess a Bachelor's Degree from an accredited university in a related field.
- Post Graduate Degree preferred.
- Professional certification and/or technical appreciation are an added advantage.