

HR Business Partner

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Company: Wood

Location: Thailand

Category: other-general

Wood is recruiting for a Human Resources Business Partner to be based in our office in Chonburi, Thailand. This is a permanent, full-time position where the successful candidate will have a strong background across all HR disciplines and will have experience working for a large multi-national corporation, although not necessarily within the energy industry.

The HR Business Partner is responsible for the delivery of the people agenda in operational responsibility, partnering with managers in the business, providing advice and counsel in people management practices in support of delivering and executing the business plan.

The role provides guidance and coaching for effective people management and is responsible for developing and implementing solutions to support managers across the entire employee life cycle. This role works in conjunction with the Centres of Expertise to deliver employee engagement tools; talent management; workforce planning and resourcing; organisational effectiveness; change management and risk mitigation through effective employee and industrial relations. This role is responsible for developing effective development of people and skills within their area of responsibility. The role acts as a trusted advisor on people related issues, forming robust stakeholder relationships with customers, with a significant amount of influence required.

Responsible for day-to-day HR decisions, ensuring that support and advice are aligned with both business and functional objectives

Support and/or execute the implementation of P&O programmes across the employee life cycle

Identify, understand and address areas of risk in area of responsibility through robust people management processes

Collaborate with the Regional Global mobility team to provide proper advice on business trips, assignments, and other matters related to cross-border work

May lead complex case management, supported by HR specialist and Advisors, Shared Services and Centres of Expertise

Pro-actively contribute to the business decision making process by providing guidance and advice across all areas of the employee life cycle

May lead and/or execute the delivery of HR tasks during acquisition and integration activities in area of responsibility

Promotes the talent management process within business area and understands the benefits of such process

Drives robust people development and performance management throughout the business area, to build and retain skills needed to deliver the operational business in the short to medium term

Gain good understanding of recruitment plan for managers served and takes an active involvement in selection of key and/or strategic roles

Support development and succession opportunities within the HR team

Responsible for timely and accurate reporting of HR metrics and robust analysis and recommendations in support of business decisions

Support employee communication and engagement

Support and participate in emergency response activities

Support the creation of an organisational culture which fosters innovation and collaboration, continuous improvement and change

Responsible for HR policy application, ensuring compliance with relevant group standards, regulatory requirements and operating procedures

Assure quality on all aspects of delivery, proactively seeking and addressing customer feedback

Lead by personal example and encourage all employees to conduct their activities in accordance with all applicable laws and the group's standards and policies

Bachelor's degree, preferred in HR related or business management qualification

Experience in business-focused HR roles within a dynamic organization, ideally one that is multi-national

Experience of managing change, including working cooperatively in business partnership

Knowledge of people practices and Labour law and legislation

Business performance and how it can deliver and add value to its customers

Energy and compassion

Excellent communication skills in Thai and English

Has a service orientation to internal and external clients, being responsive to needs, effectively managing expectations

Able to handle both routine tasks and be an agile learner taking on new responsibilities

Commit to continuous learning and development

Ability to generate trust and credibility, deliver a customer-focused climate that delivers on expectations and strengthens relationships

Focus on improving safety standards and behaviours

Influence key stakeholders

Work effectively across organisational and geographical boundaries

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