

HRM (B?c Ninh)

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Company: Talentvis

Location: Vietnam

Category: other-general

Proven working experience as HR Manager for a manufacturing/ production company, preferable from semiconductor, electronics components manufacturing companies.

People oriented and results driven

Demonstrable experience with Human Resources metrics

Knowledge of HR systems and databases

Ability to architect strategy along with leadership skills

Excellent active listening, negotiation and presentation skills

Fluent in Chinese , English at intermediate level is a Plus

Competence to build and effectively manage interpersonal relationships at all levels of the company

In-depth knowledge of labor law and HR best practices

Degree in Human Resources or related field

Develop and implement HR strategies and initiatives aligned with the overall business strategy for a semiconductor, electronics components manufacturing

Bridge management and employee relations by addressing demands, grievances or

other issues

Manage the recruitment and selection process

Support current and future business needs through the development, engagement, motivation and preservation of human capital

Develop and monitor overall HR strategies, systems, tactics and procedures across the organization

Nurture a positive working environment

Oversee and manage a performance appraisal system that drives high performance

Maintain pay plan and benefits program

Assess training needs to apply and monitor training programs

Report to management and provide decision support through HR metrics

Ensure legal compliance throughout human resource management

Communicate with HQ in Singapore and Management Board at Vietnam

Manage a HR team of 10 HR, Admin staffs

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