

## Human Resource Business Partner-People Team

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Company: Lazada

Location: Vietnam

Category: other-general

Department: **Human Resources** Location: **Vietnam** Department: Human Resources Location:

Vietnam **Job Description** Act as HR Business Partner for Lazada's express delivery function, partnering with senior management teams under portfolio in South & North Vietnam to deliver the people agenda in support of business OKRs

- Partner with managers to drive best practices in talent management – including performance management, engagement, retention and development of talent and lead annual people processes including performance management, compensation management, talent review and succession planning
- Lead analysis on workforce demand and manpower planning in line with target operating model and business operational requirements
- Manage employee relations issues including disciplinaries, grievances, trade union negotiations (where applicable) and ensure full compliance with HR policies and labor regulation
- Drive organization development and culture through defining and clarifying R&R, championing Lazada's values and promoting collaborative ways of working
- Build strong relationships with regional and local Centers of Excellence, other functional business leaders, Regional HRBPs and country HRBPs in order to identify and share best practice and propose effective people solutions to address key issues.
- Be able to travel across working locations (Hanoi and different locations in Ho chi minh city)

**Job Requirements** - Minimum bachelor degree in Business Administration or Human Resource or equivalent

- Proactive self-starter who can work independently to drive and deliver effective results
- Adept at problem-solving, including being able to identify issues and resolve in a timely manner
- Possess strong interpersonal skills, both written and oral, to communicate with employees, members of the HR management team, and business stakeholders
- Analytical and ability to present numerical data in a resourceful manner
- Excellent planning and organisation ability to plan work activities efficiently
- Strong knowledge of local labour laws
- Understand general business management and financial concepts to identify key components in strategic and business plans Experience:
- Minimum of 8 years' experience in full spectrum of human resource portfolio and resolving complex employee relations issues or at least 6 years of human resource business partners
- Been in supervisory position for at least 2 years
- Preferably HR work experience in handling blue collar industry from e-commerce industry, manufacturing or retail sectors

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