

Human Resource Director

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Company: People Profilers

Location: Ho Chi Minh City

Category: other-general

Job Description:

Position: Human Resource Director

Company: People Profilers Vietnam

Contract Type: Full-Time

Job Description:

Position Overview: As the Group Human Resources Director for our esteemed hospital network, a potential candidate will play a pivotal role in shaping and executing the strategic HR initiatives that drive our organization's success. You will lead a dedicated HR team, partnering closely with senior leadership to ensure the hospital network's workforce is engaged, empowered, and aligned with our mission to provide exceptional healthcare services. Your expertise in HR strategy, talent management, employee relations, and organizational development will be crucial in creating a positive and productive work environment across our hospitals.

Key Responsibilities:

Strategic HR Leadership: Collaborate with the executive team to develop and implement HR strategies that support the hospital network's goals and objectives. Provide insights and recommendations on workforce planning, talent acquisition, retention, and succession planning.

Talent Management: Oversee the design and execution of talent acquisition processes to attract high-quality healthcare professionals and administrative staff. Develop and implement employee development programs, including training, performance management, and career

growth initiatives.

Employee Relations: Champion a culture of open communication, collaboration, and inclusivity throughout the hospital network. Address employee concerns, mediate conflicts, and ensure compliance with employment laws and regulations.

Organizational Development: Lead change management efforts to ensure smooth transitions during organizational changes and improvements. Drive initiatives to enhance employee engagement, satisfaction, and overall well-being.

HR Policies and Compliance: Develop and maintain HR policies and procedures that align with industry standards and legal requirements. Ensure compliance with labor laws, healthcare regulations, and other relevant standards.

Performance Metrics and Reporting: Establish key performance indicators (KPIs) to measure the effectiveness of HR programs and initiatives. Prepare regular reports for senior leadership, highlighting HR metrics and trends.

Leadership and Team Development: Lead, mentor, and guide the HR team, fostering a culture of continuous learning and growth. Provide leadership and support in complex HR matters, including talent-related decisions and crisis management.

Qualifications:

Bachelor's degree in Human Resources, Business Administration, or a related field. Master's degree preferred.

Extensive experience in HR leadership roles within the healthcare industry, including experience in multi-hospital networks or large medical centers.

In-depth knowledge of healthcare HR practices, regulatory compliance, and labor laws.

Strong strategic thinking and the ability to translate business goals into HR strategies.

Excellent communication and interpersonal skills, with the ability to engage with diverse stakeholders.

Proven experience in leading and developing HR teams.

High ethical standards and the ability to handle sensitive and confidential information.

Benefits: We offer a competitive compensation package, comprehensive healthcare benefits, retirement plans, professional development opportunities, and a supportive work environment that values innovation and collaboration.

If you are a dynamic HR leader with a passion for driving positive change in the healthcare sector, we invite you to apply for the Group Human Resources Director position at our client's network.

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