

ST. LUCIA ELECTRICITY SERVICES LIMITED
VACANCY – Senior Human Resources Manager

LUCELEC is seeking a **Senior Human Resources Manager** to complement its **Executive Management Team**.

The primary responsibilities of this role include but will not be limited to:

- **Strategic HR Management** - Creates and enhances human resource management strategy and programmes that align with LUCELEC's corporate strategy in support of its mission, vision and values, and recommends and implements new approaches to effect continual improvements in the attainment of business objectives.
- **Workforce Planning** - Develops and implements workforce and succession planning models to attract and retain the human capital required for the organization.
- **Talent Development** - Develops and implements customized talent management and development programmes to ensure maximum return on investment of LUCELEC's human capital.
- **Performance Management** - Ensures planning, monitoring, and evaluation of employee work results by developing and overseeing appropriate performance management systems, and training managers to coach, develop and where necessary discipline employees.
- **Industrial Relations** - Determines and champions employee relations practices to ensure a positive employee-employer relationship that promotes a high level of employee commitment and an effective Industrial Relations environment. Leads negotiations for Collective Agreements and manages the local dispute resolution process through constant interaction with the company's negotiating partners.
- **Compensation & Benefits** - Establishes and maintains company compensation programmes to ensure internal and external equity and competitiveness is maintained.
- **Risk Management & Statutory Compliance** – Proactively identifies potential Human Resource risk areas, root causes of these and takes measured actions to mitigate these risks. Ensures compliance with local labour legislation by enforcing adherence to requirements, monitoring statutory changes and advising and educating management on needed actions.
- **Change Management** - Facilitates change management strategies to ensure continued employee engagement, productivity and support of the corporate culture.
- **Senior Leader** – Manages the operations of the HR Department and leads the HR Team to provide progressive HR client services across the organization. Develops aligned department goals, objectives, and systems, manages department and project budgets and produces timely and comprehensive management reporting.

An ideal candidate will have the following:

Professional Characteristics:

- A strong background in the practice of Human Resource Management in a unionized environment;
- Adaptable and able to design and drive organisational culture transformation to support the growth of the business;
- Understands the value of team engagement and partners with senior management to align the human resources management perspective that supports the strategic direction of the organization;
- Exceptionally skilled in root cause analysis, problem solving and decision making;

- Demonstrated passion for leading and developing people; is team-oriented and values diversity and different ideas and perspectives;
- A trusted advisor and advocate on all human resource management issues and communicates feedback and recommendations confidently and effectively to diverse audiences;
- Exceptional oral and written communication skills;
- Excellent at establishing and maintaining productive relationships with employees, company officials, and labour unions;
- Active affiliation with appropriate Human Resources networks and organizations including leaders in successful companies and organizations that practice effective Human Resources Management;
- High level of confidentiality.

Knowledge requirements:

- A Master's Degree in Human Resource Management from an accredited University & at least 10 years professional management experience, at least five of which has been at a senior management level;
- Specialized training in employment law, compensation, organizational planning, organization development, employee relations, safety, training, and preventive labour relations;
- Considerable knowledge of leadership and managerial principles, techniques, and practices;
- Expertise in effective mediation and conflict management.

Remuneration

- Competitive Salary & Benefits package commensurate with experience and qualifications.

Send application to:

**The Managing Director
St. Lucia Electricity Services Limited
P. O. Box 230
CASTRIES**

Deadline: 4 p.m. Friday, March 31, 2017