



Manager – HRD

Role and the Person

The Position is at the managerial level of the group accordingly the purpose and critical functions would be as follows:

Function Purpose:

To focus on human resource development aspects

Purpose:

To facilitate the functioning of the developmental activities and processes for each individual

The Key Expectations of the Role:

- Every role articulated and negotiated
- Role based development plans
 - TNA and training plan
- Performance and potential appraisal system and schedules
- Tool/methodology for role-based interface between the reporter and the reportee

The Competencies required to effectively take on this role:

- Knowledge of HR management concepts and practices
- Functional knowledge of Organisation design and development and it's intervention
- Working knowledge of IT based HRMS applications
- Working knowledge and skills of Finance (including personal finance)
- Communication and documentation skills – oral and written
- Analytical skills
- Process sensitivity – organisational and individual
- Empathetic orientation

The Person

- Master's/bachelor's degree in HR/Personnel Management
- Work experience of at least 10 years in HR/Personnel Management