



SENIOR MANAGER – HUMAN RESOURCES *(Performance & Rewards)*

Are you a seasoned HR professional with a passion for optimizing organizational performance and driving strategic change? Do you have a proven track record in designing and implementing innovative rewards programs and leveraging management information for driving decision-making? If so, we want you to join our dynamic team as a Senior Manager of Performance and Rewards.

THE JOB

- Lead the design and implementation of performance management systems and reward programs to drive employee engagement, retention, and performance excellence.
- Collaborate with stakeholders to design and implement organization structures and job frameworks that support the business strategy and drive operational efficiency.
- Utilize management information to provide insights and recommendations that drive strategic decision-making and enhance organizational effectiveness.
- Oversee the development and delivery of HR analytics and reporting to support data-driven decision-making across the organization.
- Serve as subject matter expert, applying comprehensive knowledge of Performance & Rewards associated tools and maintain expert knowledge by researching best practices, monitoring legal developments, evaluating emerging trends, keeping apprised of technological advancements and conducting benchmark comparisons.
- Plan and coordinate the timely processing of all operational transactions related to compensation, benefits, pensions and equity programs according to agreed SLAs and statutory obligations.
- Partner with HR business partners and other key stakeholders to drive a culture of high performance and continuous improvement.

THE PERSON

- Bachelors or Master's degree in Human Resources, Business Administration, or a related field.
- 15 years' of progressive experience in HR, with a focus on performance and rewards, organization design, and management information.
- Strong understanding of HR best practices, compensation structures, and performance management systems.
- Proven experience in leading organizational design initiatives and leveraging management information to drive business outcomes.
- Excellent analytical, problem-solving, and project management skills.
- Strong communication and interpersonal skills, with the ability to influence and collaborate across all levels of the organization.

Please login to <https://www.ndbbank.com/careers> to apply on or before 19th December 2024.

We will correspond only with the shortlisted applicants

"We are an equal opportunity Employer"



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The future is banking on us

Vice President Human Resources