

Manager Senior Human Resources

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Company: Goodyear

Location: Yumbo

Category: other-general

Lugar: CO - Cali

Representante de Adquisición de Talento de Goodyear: GABRIELLE RICHTMANN

Primary Duties and Responsibilities:

- Lead the effective implementation of Human Resources strategies and policies for the operations as to enable the achievement of the expected business results.
- Act as a Business Partner, counselling and coaching on how to obtain the best contribution and engagement from the workers and staff while complying with the local laws and company policies.
- Implement and organize the effective operation of HR functions as recruitment and selection, personnel administration, benefits and compensation, employee and labor relations, talent management, performance, development and succession, industrial hygiene and safety, property security, community relations, social activities, engagement and internal climate.

Main Responsibilities:

- Properly plan and staff the organization for the execution of the business plan.
- Implement reward and development plans as to retain best talent and promote engagement and delivery of results.
- Compliance with country local laws and with company policies and business conduct standards.
- Drive Labor relations and the development of Labor Agreements with unions, negotiation teams and authorities, as to allow a sustainable and competitive operation.

- Orchestrate the HR functions as to develop an engaged work force to support the competitive and sustainable operation of the organization.

Education and Certification:

Required:

Bachelor's degree in administration, Human Resources, Engineering, Psychology, Lawyer.
Advanced English.

Desired:

Postgraduate or master's in human resources.

Business Analysis and KPI's in Business and HR.

Experience:

Required:

A minimum of 7 years in Human Resources functions.

5 years leading teams.

Proven experience in Personnel Administration, Labor Relations and Negotiations, Payroll, Contractors Management.

Successfully Labor Negotiations in Manufacturing environments (Union experience).

English: Advance.

Desired:

Experience in multicultural, multinational, environments. Internal Communications, climate evaluation and change management.

Knowledge, Skills, and Abilities:

Required: Labor Law, Labor Negotiations, Compensation and Benefits, Safety Regulations, Talent Management, Development and Training. Influencing skills into different organizational levels.

Desired:

Crisis Management.

Coaching of Managers and Executives.

#LI-GR1

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