

## Senior HR Business Partner

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Company: Chronos Consulting

Location: Colombia

Category: other-general

### Job Description

Chronos Consulting is part of the Coberon Chronos Group, an award-winning global leader in

permanent and temporary staffing, RPO and business process automation solutions for global

multinationals. The Group owns and operates 41 offices worldwide.

The Company

Chronos Consulting's client is a global organization with an award-winning security platform

focused on compliance coverage for workloads across any environment. Seeking the Senior HR

Business Partner to join the team.

The Role

The Senior HR Business Partner will collaborate with leaders to manage complex business initiatives and provide oversight and management of talent in order to strategically focus on driving business success. Reporting to the HR Director located in USA, you will be responsible for:

- Partner with team on organizational structure to develop annual talent plans and primary Recruiter

- Support the delivery of performance management activities and all talent plan

- Partner with team on organizational structure to develop annual talent plans

Support the delivery of performance management activities and all talent review and succession processes for assigned client groups.

Actively coach and provide direct feedback to leaders.

Effectively manage employee issues and in compliance with local labor laws.

Serve as advocate for learning and organizational development; partner with executive leaders to identify business learning needs; promote available tools and resources and look for innovative ways to support the development of talent.

Collaborate with teams educate and administer actions in alignment with company's compensation philosophy, programs and practices

This role is the most senior HR in Colombia

The Requirements:

8+ years of experience in an HR Business Partner role, ideally in a rapidly growing hightech organization.

Bachelor's degree in HR, business, or a related field

Exceptional organizational, time management, negotiation, problem-solving, and interpersonal skills

Highly developed analytical skills

Excellent communication skills – verbal, written, presentation, etc.

Demonstrated success building business relationships and advising and coaching management

on human resources solutions

Self-starter with a high sense of urgency, productive mindset and capability, and with the motivation to assume significant responsibilities as an HR business partner

Experience and proficiency working in HRIS systems

Business English is mandatory

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