



中銀國際 控股有限公司

BOC International Holdings Limited

Job Title:

Director, Reward & Solutions (Human Resources)

Internal Rank:

VP

Responsibilities:

- Lead the team to formulate and update HR policies to meet Company's directions and align with the market best practice;
- Coordinate and contribute to corporate governance framework, such as reviewing documentations to comply with the latest HKMA requirements;
- Lead global compensation and benefits projects, including the entire year-end exercise:
- Compensation advisory: Act as an internal consultant for market compensation surveys/benchmarking, regularly review of the compensation structure, and propose and obtain management approvals of the budget;
- Bonus, salary and promotion exercise: Play a key role in the year-end processes and provide analyses and implementation arrangements;
- Benefits: Lead the benefits and insurance renewals, and ensure all policies and procedures conform to internal guidelines and external regulations;
- Analytics: Proactively offer analytic reports to substantiate our decisions and for management use;
- Budgeting: Lead the C&B budget exercise and work closely with Finance Department;
- As a key member to participate in the planning and execution of divisional strategic initiatives

Requirements:

- 12 to 15 years' experience in the Human Resources or Management Information function with sizeable financial services organizations. Solid experience in the compensation and benefits area is required
- Strong planning, organization and analytical skills, strong numerical sense, result-oriented
- Excellent interpersonal and communication skills
- Demonstrated leadership capability
- Business Savvy
- Fluency in verbal and written English and Chinese (including Mandarin)

Please apply in strict confidence with full resume, academic record, current and expected salaries to bocihrd@bocigroup.com.

(The personal data provided will be used for consideration of recruitment only. All personal data of unsuccessful candidate will be destroyed within six months.)