

Détail de l'offre : Senior HR Supervisor

Recruteur *

Chambre de Commerce et d'Industrie Française en Chine (CCI FRANCE CHINE) Adresse Suites 201-222, 2F, Building 81, No 4 Gongti North Road ☐ Chaoyang District, Beijing

2/F Mayfair Tower, 83 Fu min Road, Shanghai

Room 802, 8/F Leatop Plaza, 32 Zhujiang Dong Road, Zhujiang New Town, Guangzhou / Room 318, 3/F Chinese Overseas Scholars Venture Building, Shenzhen Hi-tech Industry Park, Shenzhen

Ville Pékin Shanghai Canton Shenzhen

Référence 25D1752197364

Titre de l'offre Senior HR Supervisor

Description du poste Be responsible for HR issues to strengthen employee cohesion through the business strategy and HR regulation and policy of Company. Main responsibilities include HR policies. compensation and benefits system, recruitment and selection, training and people development, performance management, ER case, employee information and database, employee relations and other HR issues.

> Liaise with department managers to develop and implement local human resource strategies that are appropriate for their business needs, but consistent with Company overall human

resource strategy and local government regulations;

Implement and improve recruitment and policies, procedures and tools to attract and retain

talent and ensure people-abilities-position fit;

Design

Compensation and Benefits structure, policies based on market data and performance evaluation results and ensure that competitiveness is maintained externally and equitability is protected internally.;

Implement and improve the performance management system, procedure and tools to ensure it provides strong support to operations and management;

Implement and improve the handling of ER cases and related arbitration cases;

Develop and revise policies of labour contract and discipline to ensure that people management complies with laws, regulations and management requirements;

	Implement and improve HR information systems to support HR-related decisions;
	Plan and organise ER activities, manage organisational culture and e employer branding;
	Manage and coach subordinates to improve their abilities and efficiencies;
	Other tasks assigned by the company.
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	Fluent in Chinese and English;
	At least 5 years of working experience in related positions;
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	HR management experience in manufacturing/energy management industries is a plus;
	Familiar with Microsoft software, Excel, and PowerPoint;
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	Good knowledge of recruitment, C&B, performance management and ER;
	Be sensitive to business and able to provide solutions to management from an HRM perspective.