

Détail de l'offre : HRBP

Recruteur	SAFRAN
Adresse	501, Tower B, Jiaming Center, No.27 Dongsanhuan North Road, Chaoyang District, Beijing 100020, China
Code postal	100020
Ville	Pékin
Référence	25D1758788407
Titre de l'offre	HRBP
Description du poste	1.Be responsible for communicating and publicizing the corporate culture in the business department, ensuring the implementation of the company's rules and regulations and the relevant compliance; 2.Support the business department's staffing, new hire's integration, probationary period assessment, performance review, monthly bonus, job grading promotion, contract renewal, training implementation, its feedback and evaluation of the effect, competency enhancement for key position holders, improve incentive mechanisms and staff separation and other employee management; 3.Organize internal communication and employee cohesion activities to enhance employee satisfaction and talent retention, and support business units to develop and complete relevant action plans; 4.Standardize employee relationship management, coaching to improve the business department's employee relationship management capabilities, handling employee disputes, labor arbitration and other relevant matters; 5.Support department managers and HRM to implement talent review, calibration and people development planning; 6.Supporting the establishment of leadership or organizational effectiveness assessment mechanisms to diagnose leadership/organizational development needs; 7.Support project work of the business department on HR relevant module to improve the efficiency and quality of the operational management; 8.Update in HR relevant system, output HR analysis reports based on the needs of business departments; 9.Deeply understand the business, flexibly apply HR professional knowledge, and assist business departments to develop concise and applicable HR solutions to solve business pain points; 10.Functional work within the responsibilities of the HR department like attendance management, training management, internal communication, company event organization, brand promotion etc.; 11.HR project work like HR system launch/upgrade, HR process improvement, HR digitalization, and HR Audit, etc.; 12.Collaborate with HR shared services on relevant topics; 13.Other tasks assigned by the HRM.
Type de contrat	CDI
Télétravail	Non spécifié
Fonction	Ressources humaines / Formation
Description de la société	MAIN MISSION Supported by the entire HR function, HRBP role is oriented to:

	1.Refocusing organizational structure on operational objectives; 2.Providing HR support to managers & supervisors in his/her assigned scope; 3.Advising employees for consultations and improve proximity with employees to defuse crisis as early as possible; 4.Ensuring the efficiency and application of HR policies, procedures and processes.
Localisation	Suzhou
Pays	Chine
Région	Jiangsu
Description du profil	1.Bachelor degree or above, more than 5 years of HR work experience; 2.Business-oriented thinking, familiar with the six modules of human resources, labor and employment laws and regulations, proficient in recruitment, corporate culture, organization and talent development, at least 2 modules, with the problem solving capability; 3.Good learning ability, highly organized, able to take the initiative to understand the business in-depth, sensitive to the needs of the business sector, able to take on multiple roles, multi-task work; 4.Excellent communication and coordination skills, team spirit, work ethics, strong sense of responsibility for the work, able to withstand work pressure.
	SKILLS & LANGUAGE 1.Office software like excel, PPT, Power BI etc.; 2.English communication;
Secteur	Aéronautique - Spatial - Matériels de transport
Langue	Anglais