

CAREER OPPORTUNITIES



SBM is a leading financial services group in Mauritius, with a growing presence in the region, namely in Kenya, India, Madagascar and Seychelles. We serve a client base of more than 875,000, across the corporate, retail and high net worth segments and we provide adapted financial solutions supported by multi-channel capabilities within a universal banking model. The strategy of the Group revolves around modernisation and diversification of its offering, expansion of its markets, enhancement of capabilities prominently with respect to human capital, and effective risk management.

Our employees – currently more than 2,500 across the Group – are at the heart of our growth strategy. In our quest to be the employer of choice, we are laying increasing emphasis on developing and nurturing talent. SBM aims to become a reference in creating talent for a smarter tomorrow.

Open your door to success by joining us in the following challenging position:

Group Head of Human Resources

Job Purpose:

Reporting to the Group Chief Executive Officer, the Group Head of Human Resources (Group Head of HR) will be responsible for the overall implementation and coordination of various HR strategic initiatives across the Group in relation to talent acquisition, compensation, performance management, reward and recognition, employee relations, employee communications and reporting across all territories.

Key Responsibilities:

- Develop the Group Human Resources' strategy in line with the Group's overall strategy and objectives
- Establish and enforce entity measurements that support the accomplishment of the Group's strategic objectives
- Formulate and drive effective Performance Appraisal Policy & Procedures and ensure their compliance
- Formulate HR Plans, Policies & Procedures according to the Group's objectives
- Develop and coordinate across the Group the implementation of HR initiatives in line with the Group's objectives
- Contribute to long-term goals around business and people development, including succession planning and talent acquisition
- Lead the analysis of employee feedback and data, with the aim of creating a better working environment and engaged Group culture

Qualifications, Experience & Skills:

- A Postgraduate/Chartered qualification in HR Management, Organisational Psychology or any related field
- At least 10 years in a similar job role with a demonstrated track record in developing and implementing strategic business and HR objectives within a Group framework
- Self-directed professional with initiative, analytical and problem solving skills
- Excellent coaching, communication and interpersonal skills
- Demonstrate and lead on the values, initiatives and culture of the Group
- Ability to engage with and win the respect of leaders to successfully influence them on key change initiatives
- Strong leadership and people development capabilities

If you believe in taking new challenges with the right mindset, please refer to our website for full details and complete our online application form on www.sbmgroup.mu/vacancies by Monday, 9th December 2019.

We thank you for your interest and invite you to grow with us.

Kindly note:

All applications will be dealt with in strict confidence.

Please favour online application.

The Group reserves the right to call only the best candidates for interview OR to consider applications from candidates not meeting the above qualification criteria but having compensating experience in the field OR not to fill this position following this advertisement.

SBM is an equal opportunity employer.

One step in the right direction and a giant leap for your career.