Senior HR Manager & HR business partner

Shanghai, China

Ref#: 128218BR

Date published: 30-May-2014

***EMC China COE HR team is seeking the passionate and creative talent to join in the team.***

Here is the opportunity to be an HR leader and Business partner  in EMC China COE Shanghai site, act as primary strategic HR resource and business partner for assigned functions.

Partner with BUs, help to reach their business goals by involving in strategy planning, org diagnose, workforce planning and optimization, consulting on change management, dissemination of learning across org, through close alignment with HR functional team to provide effective HR solution and delivery.

Contribute to the strategic direction and formulation of corporate-wide policies, procedures, systems and initiatives.

***What do we need from you?***

        HR Operational Excellence:

o   As part of China COE HR team, take leadership roles in developing, reviewing and improving HR key service delivery processes efficiency with key dashboard.

o   Assure EMC policies and management practices are being used appropriately in client organization. Escalate problems early that may impact business results or pose a liability to the employees or the company.

o   Drive high performance culture and best place to work through setting up employee communication plan among employees and managers, employee engagement model and drive employee satisfaction.

        HR Business Partner:

o   Coach and counsel managers/Hi-pos on management issues.

o   Organization diagnose and solution, initiate solution/programs to address org needs

        Support and deliver corporate HR programs.

        Team development and growth

***Qualifications and factors for success:***

   Bachelor Degree is required, a Master Degree in related field is a good plus.

        10 years solid HR experience and knowledge in varies HR functions with > 3 years HR management experience.

        Solid knowledge and experience on labor regulations and HR practices

        Understanding business environment/business acumen.

        Excellent communication, negotiating skills required and good English communication

        Project management skills

        Consulting and collaboration skills

        Coach skill

        Influence and leadership skills

How to apply:

Send your CV to gordon.cheng@emc.com, 注意附件不要使用加密格式的文件，否则会被公司IT屏蔽。