

LOGO

## British American Tobacco & TDR

### Senior HRBP (m/f)

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- Drive key people operation processes across the employee life cycle in collaboration with Centers of Excellence (COEs) such as Talent, Rewards, and Global Business Services, ensuring seamless execution and alignment with business needs. - Lead and support key HR projects focusing on talent management, including the Performance Management and Talent Review cycles, ensuring high-quality data and insights are provided to guide leadership decisions for global line functions. - Drive Reward-related processes such as merit salary reviews, bonus schemes, and role profile updates, while analyzing, recommending, and implementing competitive remuneration packages that align with organizational goals. - Support employee relations initiatives, including grievance resolution, employee engagement, and coaching, fostering a positive and compliant workplace culture. - Lead and facilitate change management activities and organizational design (OD) transformations, ensuring smooth transitions and optimal alignment between structure and strategy within respective functions. - Coach line managers and business leaders on people processes, policies, and procedures, ensuring adherence to best practices and legal requirements.

Izvor: [www.moj-posao.net](http://www.moj-posao.net)

**Lokacija:** Zagreb

**Datum objave:** 21. Nov 2024.

**Datum isteka:** 11. Dec 2024.