

# VACANCY

## Senior Manager, Human Resources

Republic Bank (Barbados) Limited is a subsidiary of Republic Financial Holdings Limited (RFHL), one of the largest and most profitable banks in the English-speaking Caribbean. RFHL comprises twenty one (21) subsidiaries operating in 14 countries across the Caribbean, Ghana and Suriname and employs over 6,000 staff in Trinidad, Barbados, Grenada, Guyana, St. Maarten, Dominica, Ghana, St. Kitts & Nevis, St. Lucia, St. Vincent and the Grenadines, Anguilla, British Virgin Islands, Cayman and Anguilla.

We are looking for a knowledgeable, results oriented professional capable of multi-tasking in a fast paced banking environment. The ability to interface across all levels of the organization and with external stakeholders is also required.

### Major Accountabilities:

- Leads the Human Resource Management (HRM) team in the creation and implementation of progressive initiatives in all Human Resources (HR) areas. Ensures the alignment of people strategies with the Bank's business strategies to contribute to a motivated workforce;
- Provides leadership for all employee relations to assess, investigate, mediate and correct issues. Leads labour relations, negotiates with the union on the Bank's behalf, monitors trends and ensures adherence to labour legislation and the Memorandum of Agreement with the labour union;
- Leads company compliance with all new and existing labour legislation and policies coming from regulatory bodies;
- Creates, develops, implements and evaluates all HRM programmes and supporting systems to ensure an integrated approach to the Bank's systems, policies and procedures.
- Leads the standard in recruiting and hiring practices as set out by the Bank's policies and procedures and the Memorandum of Agreement with the labour union, to recruit and hire a superior workforce;
- Monitors all compensation and benefits practices and systems for effectiveness, cost containment, compliance with new and existing regulations and employee satisfaction;
- Leads the training and development of employees in the organisation with the view to meeting the Bank's strategic development and succession requirements;
- Allocates and manages the HR Department's budget inclusive of costs associated with staffing, training, compensation and benefits;
- Reviews and makes recommendations for staff loan applications guided by the Bank's policies and pre-assigned guidelines;
- Designs, directs and manages a company-wide process of organizational development that addresses issues such as succession planning, workforce development, organizational design and change management;
- Ensures compliance with the Bank's HRM policies, regulatory issues and effective Human Resource administration;
- Protects the interests of the Bank and its employees in accordance with company HRM policies and corporate governance;
- Oversees the implementation of HRM policies and programmes and identifies opportunities for improvements with a view to increased efficiency of the department.

### Minimum Qualifications and Experience:

- Bachelor of Science Degree in Business Management, Human Resources, Industrial Relations or related discipline;
- Seven (7) years post qualification senior professional experience in a Human Resource field;
- Extensive knowledge of labour and pension legislation.

### Desirable Qualifications and Experience:

- Masters Degree in Business Administration, Human Resources, Industrial Relations or related discipline;
- Knowledge and experience of all facets of Human Resource Management;
- Knowledge of PeopleSoft or other Oracle based Human Resource Information Management System.
- Project Management qualification(s);

### Required Skills:

- Excellent PC skills inclusive of Microsoft Office Suite;
- A sound understanding of personal income tax laws;
- Strong analytical and negotiating skills;
- Good time management and an eye for detail;
- Interpersonal and coaching skills;
- Professionalism and confidentiality are critical to this role and the department.

### Salary:

Salary will be commensurate with qualifications and experience, and will form part of a remuneration package that will include a company vehicle, a performance-based incentive, group life and medical insurance, and a non-contributory pension plan.

### Applications:

Applications, accompanied by a resume and two references, should be submitted, no later than **March 10<sup>th</sup>, 2024** to [rbbrecruitment@rfhl.com](mailto:rbbrecruitment@rfhl.com)