



JOB TITLE: Human Resources Business Partner - 1 Position

Morogoro, Kilombero, Tanzania, United Republic of

Full Time

Manager/Supervisor

Job Purpose

To support the overall business aligned HR plans and provide HR generalist services and expertise to business unit to enable business to meet its objectives.

Specific Duties and Responsibilities

- Partner with business unit leadership team to support an integrated short term HR plan to enable business performance, succession development and employee engagement.
- Oversee the adherence to the minimum standards across the employee life cycle.
- Facilitate effective analysis, sourcing, recruitment, assessment, development, engagement, and retention of appropriate talent for today and the future for the business unit.
- Conduct analytics and recommendations to improve productivity and optimization within the business unit.
- Work with L&D to ensure effective competence development of critical skills.
- Support the effective localization and diversity agenda within the business unit.
- Partner with managers, employees, and union to support the development of a healthy industrial relations climate in line with the IR strategy, priorities, and plan.
- Resolve employee relations issues and address grievances within the business unit.
- Drive HR functional excellence and minimum standards.
- Ensure HR compliance to statutory, regulatory or policy requirements (e.g., Modern slavery)
- Coach and upskill Managers and FLM's to build their competence to own their people processes.

- Promote and adhere to Illovo SHERQ procedure, policy, and guidelines.

Job Qualification and Experience

- Bachelor's degree in Human Resources Management, Industrial Psychology, Business Administration or equivalent
- 5-7 years relevant experience with impressive, demonstrable track record of skills/experience gained within a similar position(s)
- In depth knowledge of industry practices & standards
- Leadership and ability to influence others, especially third parties outside the formal organizational structures

Terms of Service: The successful candidate will be engaged on **Permanent Contract**.

All interested candidates, who meet the above requirements should apply for the position on or before **18th November 2024**.

Kilombero Sugar Company Limited is an equal opportunity employer. Women and people with disability are highly encouraged to apply.

[APPLY HERE](#)