

# Passionate about building value



## ***Head of Employee Relations***

Our client, **Kenya Airways Limited**, wishes to recruit a results oriented individual with vision and creativity to fill the role of **Head of Employee Relations**.

Reporting to the Group HR Director, the job holder will be responsible for the development and implementation of policies, processes and structures to drive Employee Relations to ensure effectiveness and efficiency of Human Resources.

### ***Other key responsibilities include:***

- Develop, agree and implement Employee Relations Strategies, policies and processes (including Organisational Development, grievance handling, discipline, dispute resolution, employee welfare on medical, Insurance and HR Management Information Systems) that meet the needs of the business and reflect best practice market trends;
- Develop, agree and implement strategies to ensure effective communication with key stakeholders and build positive relationships within the business to maintain employee involvement and commitment to achieve business goals;
- Develop, agree and implement negotiation strategy for the review of employee terms and condition of service to meet legal obligations and gain competitive advantage for the business;
- Provide sound and effective advice to key stakeholders based on HR best practice and legal requirements;
- Develop, agree and implement organisational development strategies to drive culture change and organization transformation and enhance employee productivity;
- Accountable for delivery of HR operational services to the line departments to ensure their HR needs are met;
- Prepare, monitor and control HR Operations budget to ensure effective cost control;
- Drive stakeholder and management forums / meetings in order to adequately understand, appreciate their business issues and advice on HR support for the same;
- Develop, supervise, and coach assigned staff.

The successful candidate should possess a Masters degree preferably in humanities, professional Human Resources qualifications such as CPS/IPD or its equivalent and postgraduate HR qualifications. The ideal candidate will also possess at least ten years HR experience, five years of which must be in a senior management level position with full responsibility for employee relations.

Proven ability to operate effectively at a strategic level, to negotiate and conclude Collective Bargaining Agreements (CBA's) and act proactively on employee relations' matters is a must.

***If you believe you fit the required profiles, please send your applications in confidence to [ess.ke@ke.pwc.com](mailto:ess.ke@ke.pwc.com) by Friday 19th July 2013 quoting the title of the position you are applying for. In addition, please provide your curriculum vitae containing details of your qualifications, experience, present position, current and expected remuneration as well as copies of professional/academic certificates. Include your day and evening telephone numbers, e-mail address, names and addresses of three references.***

***Only shortlisted candidates will be contacted.***