

Director HR (Fish Farming)

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Director HR (Fish Farming)

Kenya, Kenya

Job Description

Our client is the fastest-growing aquaculture start-up and one of the largest tilapia producers in East Africa.

Human Resources Director

This is a key member of the organization's senior management team and reports to the CEO with significant collaboration from the rest of the C-suite. The core responsibility will be to set and implement the Human capital strategy for the organization. This will include organization development and design, talent management, learning and development amongst others. The ambition is to be the world's leading player in sustainable aquaculture by deploying the best technology, processes and attracting the best talent.

Three (3) primary responsibilities will consist of:

Capacity and capabilities development to match business needs from talent acquisition to training and development and performance management

Reward and remuneration management to support and drive a high-performance culture

Employee relations and culture development ensuring empowers its employees and provides a nurturing environment for them to excel

The position requires a strong ability to connect with people, lead a team, solve problems

in a structure and consistent approach and engage with and understand different stakeholders in the business, and their perspectives.

PRINCIPLE RESPONSIBILITIES:

Capacity development Thought partner with our directors and c-suite to map out human capital requirements for the organisation **Develop and implement talent acquisition strategy** to align with Victory Farms growing needs **Build a training and development academy** leveraging existing programs to continuously train and grow our talent in partnership with training institutions **Develop performance management** framework to track team performance and ensure maximal organizational performance.

Reward and remuneration management Benchmark current compensation structure versus industry standards and ensure can attract the best talent in Kenya **Create and maintain a result-driven** culture that rewards and recognises key employee capabilities, skills, and behaviours **Manage payroll administration** ensuring administrative tasks are done within deadlines

Employee relations and culture development Manage relationship with employee representatives ensuring effective communication is continuously maintained with employees **Build corporate culture** that fosters the entrepreneurial spirit **Manage internal corporate communications** function within the organization ensuring consistent messaging throughout the company

QUALIFICATIONS & SKILLS:

7-10 years of experience within the different HR functions (talent acquisition, training and development, admin, etc.)

Experience in a large corporate with structured world class HR standards and processes

Experience in an entrepreneurial venture or rapidly scaling organisation implementing best practices, systems and processes

Required Skills

Policy & Processes, Scaling up business, Compensation & Benefits, Talent Management, Talent Acquisition, HR Operations, Capacity Development

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