

Human Resource Manager at M-Kopa Solar

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Company: JobWebKenya

Location: Kenya

Category: other-general

Job Description

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M-KOPA's mission is to make high quality energy affordable to everyone. OUR GROWTH SO FAR... M-KOPA has connected more than , homes in Kenya, Tanzania and Uganda to solar power with over new homes being added every day.

To achieve this, you'll be expected to:

Support your managers in cultivating a high-performance, innovation-driven culture, and ensure that performance management experiences are effective and empowering, prioritizing fairness and objectivity

Work proactively to identify underperformance and thoughtfully address it professionally and swiftly

Connect your managers and staff through the Learning and Development function to compelling learning opportunities to address mentorship, coaching for performance and growth, advising on career opportunities

Develop and implement, in close conjunction with your managers – staff retention, career, and succession strategies

Participate in Employee Engagement measurement programs, and action planning and champion the cause of employee engagement as a measure of leadership

Work closely with your managers to understand organizational challenges and

design/implement creative solutions

Coordinate and support the implementation of strategic initiatives within your function and more broadly

Works in partnership with managers to provide guidance and advice in dealing with difficult people issues in a fair, straightforward manner and without delay

Build and maintain healthy relationships with key stakeholders within your group and the larger organization

Coach and develop leaders/managers on how to inspire and influence their teams as well as improve their communication practices

Work closely and effectively with other HRBP, HR Shared Services, and Centres of Excellence teams to identify best practice and use it to define effective business interventions

Share knowledge and insights with the wider People team to help shape best practices from a people perspective

Requirements

Experience

Previous working experience preferably as an HR Generalist for 5 years (s)

Degree in Human resources or similar relevant field

Excellent IT skills including the use of Microsoft Suite of Applications,

Ability to interact and use online assessment and feedback platforms

Comfortable with data analytics and has good experience with data manipulation using Excel for reporting

Personal

Impactful presentation style

Excellent organizational and time management skills

Ability to multitask and prioritize daily workload

Creative thinker and proactive problem solver

Excellent writing, proofing, and editing skills.

Able to work effectively and productively with internal and external stakeholders at all levels.

Excellent attention to detail and well organized

Ability to work in a fast-moving environment.

Good team player

Self-motivated, creative, self-starter

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