

People Partner (Maternity Cover) at Bolt

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Company: JobWebKenya

Location: Kenya

Category: production

Job Description

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Bolt, previously known as Taxify, is the leading European transportation platform providing ride-hailing and scooter sharing services. The company's mission is to make urban travel easier, quicker and more reliable

About The Role

As a People Partner, you will play a crucial role in implementing and driving the people strategy for the business area you support in a fast-paced environment, supporting different verticals and a diverse range of stakeholders. You will work closely with managers and leaders to drive business results and foster a positive company culture. During this maternity cover, you will work with the team across Africa to ensure you are updated on upcoming topics that impact your team and ensuring that our level of service, compliance and other key People & Talent processes continue without disruption to the business.

Your daily adventures will include:

Partnering with the business on all people related topics

Providing HR advice and coaching to all levels of the organisation

Manage and facilitate organisational design and development, leadership coaching, and team building that support change and growth

Proactively assess team and manager development needs, make recommendations, and implement appropriate solutions

Provide rigorous data analysis and reporting solutions based on business needs

Execute on talent management strategies to support a team's growth and individual development plans

Programmatic support of core People Programs including (but not limited to) the Bolt Performance Process, Pay review and Peakon Engagement survey

Build strong relationships and partnerships with HR colleagues in the Recruiting, Learning & Development, Compensation, Legal, and HR Programs teams to implement solutions and delivery on People team strategy to support the organisation as it scales

Leading on employee relations issues/ in country employee unions etc

In Country policies best practice, design and implementation aligned with local labour law

About you:

You have 4+ years of experience in a People Partner (or equivalent) role in Kenya and potentially other African markets

Experience in managing employee relations cases and understanding of local Kenya labour law

An HR generalists who understands HR processes, systems and tools

Proven experience in at least one HRBP topic (either Performance Management, Employee Engagement, Onboarding, Career Development)

Ideally has work experience with transformation in HR & dynamic / matrix organisational cultures

Experience is great, but what we really look for is drive, intelligence, and integrity. So even if you don't tick every box, please consider applying if you feel you're the kind of person described above!

Why you'll love it here:

Play a direct role in shaping the future of mobility.

Impact millions of customers and partners in + cities across 45 countries.

Work in fast-moving autonomous teams with some of the smartest people in the world.

Accelerate your professional growth with unique career opportunities.

Get a rewarding salary and stock option package that lets you focus on doing your best work.

Enjoy the flexibility of working in a hybrid mode.

Take care of your physical and mental health with our wellness perks.

Some perks may differ depending on your location.

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