

Job Specification: Senior Human Resource Manager, Philippines

Overview of reach52 and Our Work

reach52 is a fast-growing global start-up social enterprise that aims to bring basic universal healthcare services to communities in low-access developing regions through an innovative service model and technology platform. Essential health services do not reach 52% of the planet, and we are on a mission to change this driven by our purpose 'to make healthcare go further, so every community can thrive'.

We deliver health systems and affordable services in rural regions in three key ways. First, we use our award-winning reach52 tech platforms and mobile applications to support screening, health worker training, delivery of medicines and consumer health products, as well as insurance to disconnected communities. Second, we equipped members of the communities to run these services for their communities. Third, we partner with governments and foundations to deliver targeted public health solutions, and the private sectors to deliver affordable medicines, health products, diagnostics, and insurance which the communities need.

Going to work each day and creating new ways to positively impact people's lives is the heart of what we do. To learn more about reach52, watch this short video <https://vimeo.com/386671270>

Overview of the Role

As a fast-growing organization, reach52 is seeking to hire an experienced Human Resource Lead to build a positive culture of fun, trust, impact, and performance in reach52, across the various countries where we operate in. The candidate should thrive in a fast-paced, robust environment and have the ability to both inspire as well as lead/mentor junior members in the team. and create and deliver a seamless and optimistic employee experience across the entire employee life cycle.

This role will focus on the development and creation of efficient hiring, recruitment, retention processes, policies, and strategies, that will enhance employee engagement and company culture. He/she will have a direct impact on shaping the employee experience and operationalizing it.

Title: Senior Manager, Human Resource

Employment: Full time contract with probation period

Start Date: February 2021

Location: Manila

Reporting to: COO

Role Scope and Responsibilities

The core role scope and responsibilities of the Senior Human Resource Manager will be:

- Play a critical role in driving the HR strategy for talent attraction, development, and retention, complementing the reach52 business strategy, roadmap, and growth plans.
- Design and deliver robust programs and solutions to creatively solve business challenges in areas such as employee engagement, cohesion, resource optimization, strong organizational culture, and change management.
- Handle sensitive employee relations issues such as complaints, performance management, and conflict resolution.
- Advocate for and represent teams' needs to the management and senior leadership.
- Review benefits program manage performance appraisals and employee satisfaction surveys.
- Coach, mentor and manage the career development of the team, as well as help drive strong cross-functional relationships.
- Ensure legal compliance throughout human resource management.
- Nurture a positive working environment.

Person Specification

The ideal candidate will have:

- At least 5 years of experience in Human Resource and Management including building, leading, and evolving high performing teams.
- Excellent interpersonal skills, including written and oral communication.
- Excellent analytical, problem-solving, and troubleshooting abilities.
- Strong project management skills, process improvement, and leading cross-geographical teams to make an impact and deliver work on time.
- Ability to deal with ambiguity at all times and respond to changing priorities to derive positive long-term outcomes.
- Passion to continuously learn, grow, develop, and empower others.
- Unquestioned integrity and a confident presence to effectively resolve sensitive issues.
- Experience managing challenges of remote working (due to COVID) and proven ability to drive team outcomes, build a positive work culture, and create impact across the HR spectrum.

Interested candidates may send in their CV and cover letter to operations@reach52.com