

Job offer details : HRBP

Recruiter	SAFRAN
Address	501, Tower B, Jiaming Center, No.27 Dongsanhuan North Road, Chaoyang District, Beijing 100020, China
Zipcode	100020
City	Pékin
Reference	25D1758788407
Title of the Offer	HRBP
Description of the mission	1.Be responsible for communicating and publicizing the corporate culture in the business department, ensuring the implementation of the company's rules and regulations and the relevant compliance; 2.Support the business department's staffing, new hire's integration, probationary period assessment, performance review, monthly bonus, job grading promotion, contract renewal, training implementation, its feedback and evaluation of the effect, competency enhancement for key position holders, improve incentive mechanisms and staff separation and other employee management; 3.Organize internal communication and employee cohesion activities to enhance employee satisfaction and talent retention, and support business units to develop and complete relevant action plans; 4.Standardize employee relationship management, coaching to improve the business department's employee relationship management capabilities, handling employee disputes, labor arbitration and other relevant matters; 5.Support department managers and HRM to implement talent review, calibration and people development planning; 6.Supporting the establishment of leadership or organizational effectiveness assessment mechanisms to diagnose leadership/organizational development needs; 7.Support project work of the business department on HR relevant module to improve the efficiency and quality of the operational management; 8.Update in HR relevant system, output HR analysis reports based on the needs of business departments; 9.Deeply understand the business, flexibly apply HR professional knowledge, and assist business departments to develop concise and applicable HR solutions to solve business pain points; 10.Functional work within the responsibilities of the HR department like attendance management, training management, internal communication, company event organization, brand promotion etc.; 11.HR project work like HR system launch/upgrade, HR process improvement, HR digitalization, and HR Audit, etc.; 12.Collaborate with HR shared services on relevant topics; 13.Other tasks assigned by the HRM.
Type of contract	CDI
Teleworking	Not specified
Profile	Human Resources / Training
Description of the company	MAIN MISSION Supported by the entire HR function, HRBP role is oriented to:

Location
Country
Region
Profile description

Location

Country

Region

Profile description

[illegible]

1.Office software like excel, PPT, Power BI etc.;

2. English co

Sector

Language