



SENIOR HR BUSINESS PARTNER

Paradise Beverages (Fiji) Limited is the leading manufacturer of alcoholic beverages in Fiji. With renowned brands such as Fiji Bitter, Fiji Gold, Fiji Premium, Bounty and Tribe RTDs, we are committed to creating a premier place to work which attracts and retains highly skilled people. We are a growing business within Coca-Cola Amatil Alcohol & Coffee with lots of future opportunities.

An exciting opportunity currently exists for a dynamic and high achieving individual to join the Paradise Beverages Human Resources team. Reporting to the Head of Human Resources, you will be responsible for consulting and coaching departmental leaders and managers in order to support the business's vision, mission, and overall objectives. The role is also responsible for delivering a comprehensive and consumer-driven people service, aligning both people management and commercial strategies.

Key aspects of this role include;

- Ensuring alignment between the business operations and the HR practices and objectives.
- Providing dynamic solutions using experience, data analyses, and organizational agility to guide decision making.
- Planning, organizing and directing training and development programs for employees for the purpose of increasing individual and organizational performance and also for the purpose of improving employee morale while simultaneously enhancing their skills.
- Communicate and embed a clear vision for the future to inspire and drive the business to achieve and surpass business goals and objectives.

The successful candidate will have a breadth of experience that has developed their value-add focus, ability to provide insightful information and prepared them for a true business partnering role.

Ideally, you will have:

- a Bachelor's degree in Human Resources, Psychology, Business or any other related field.
- an appropriate people management certification from institutions such as AHRI and/or FHRI.
- had a minimum of 5 years of working experience preferably working as a HR Business Partner (at least 2 years of that working experience developing customized training programs within a large-structured and complex business environment)

- proven and successful experience in influencing senior management and departmental heads into the adoption of ultimately beneficial people management policies and procedures.
- have vast demonstrated knowledge of relevant labour laws and practices.
- must be likeable and relatable, having an ability to form strong connections with others, earning their trust, and hence being able to influence even the highest-level management in the business
- have an ability to work/stay calm under pressure and in uncertainty inspiring the same in the team.
- be able to be discreet when dealing with confidential information, and have an ability to handle multiple projects.

This role will offer the ability to showcase and strengthen skills in the following areas;

- Employee relations management across multiple plants
- Business partnering & influencing skills
- Building networks and collaboration
- Multi-tasking and successfully managing competing priorities

This is an outstanding opportunity within a highly visible part of our business, dealing with a breadth of senior stakeholders and would suit a proactive, driven and passionate individual that enjoys providing insightful input into the future direction of our company.

Applications will be treated with strict confidence and must be accompanied by a resume giving full details of qualifications and experience and should be addressed as follows:

“Senior HR Business Partner”
Head of Human Resources
Paradise Beverages (Fiji) Limited
P O Box 696
Suva

Email: Recruitment@paradisebeverages.com.fj

Applications close on Friday, 09 March 2018.

