

HR Business Partner APAC

Enhancing Society Together starts with connecting people. Will you come and join us?

The Position

Are you on the look-out for a challenging position which combines thinking, feeling and a hands-on approach in a global organisation which greatly values sustainability? If so, Royal HaskoningDHV might be the right fit for you. Our HR team seeks to become even more professional and is working hard to increase the value it adds to the company. In your capacity as a Business Partner you will play a key role in realising the company's global HRM strategy. Together we are building a culture in which entrepreneurship, innovation and digital are thriving and people are proud, curious and enterprising. As a role model you set an example in this change and generate more impact through co-creating and partnering with our customers.

You will serve as a sparring partner to your business line director and his or her management team with regard to the People Management agenda topics, such as: driving performance (people/business/organisation); developing talent and securing succession; building organizational capability and planning for future needs (strategic workforce action planning).

This role is responsible for Asia Pacific region but based in Ho Chi Minh (Vietnam) and reports to the Global HR Business Partner.

You will initiate and support organisational development within the business line and HR, facilitate the transition and promote the culture we seek to cultivate. Your tasks and responsibilities will include the following:

- Driving change and transformation within the Business lines. Create insights/transparency (focus on the primary process of the organisation) leading to development of organisation and leadership capability
- Converting the Business Line and HR strategy into tactical business plans for the business line and guiding business managers in the execution.
- Developing and embedding trending People and HR themes in RHDHV by providing functional leadership to global, virtual HR teams (cross-Business Line)
- Building relationships with internal and external stakeholders. Encouraging cross-function collaboration so as to create and maintain the right climate for collaboration and support, and for sharing knowledge and information;
- Ensuring a strong connection between business and HR colleagues in global, regional and national roles .
- Co-responsible for the implementation of Global HRM processes with HRM global and regional services. Ensure and facilitate alignment in HR policies and procedures.

Your Profile

You are a true (HR) professional with extensive experience of driving change and transformation. You know how to use your advice and communication skills to generate impact. You have a profound understanding of what drives our company. Being a natural leader, you have no difficulty taking charge. You excel at connecting people and building relationships across various levels. You have a pleasant and natural way of influencing others and feel comfortable in your interactions with senior managers representing different cultures and different levels. You lead by example and serve as a role model to others. Others describe you as a positive and enthusiastic person with a can-do approach. You are the kind of person who recognises opportunities and provides solutions. In addition, you have the following skills and degrees:

- A Master's degree or equivalent in a relevant field;

- A minimum of 5 years' experience at a number of (HR) senior level positions in a large international organisation;
- The ability to orchestrate and handle complex restructuring within an international matrix organization and transformation mandates and leading change processes;
- Experience in both business facing HR and functional / expertise HR roles;
- Excellent communication skills in speech and writing;
- A global mind set, having lived and / or worked abroad is preferable
- A great command of English, both in speech and in writing
- A creative, proactive, organised and efficient attitude.

What we offer

The opportunity to make a difference in a challenging position. The moment is now. In this role you can further build your career as an HR professional. Human capital is the basis for our success. A great combination of thinking and doing, growth and development, challenge and be challenged, global and Business focused.

The Company

Royal HaskoningDHV has been making a world of difference in people's lives since 1881. As an independent international engineering and project management consultancy, we have been working with clients to successfully deliver projects which contribute to improving living circumstances around the world for 135 years. Our more than 6,000 colleagues, spread over 150 countries are committed to our promise to enhance society together. We combine global expertise with local knowledge to deliver a multidisciplinary range of consultancy services for the entire living environment.

We are leaders in sustainable development and innovation. Thousands of people's lives are changing as a result of our work. By working in partnership with our clients and stakeholders, we are making an impactful contribution to society through our projects and Enhancing Society Together.

We put our clients at the centre of everything we do. *Enhancing Society Together* is our promise to the market and to you. It is the choice we make and the responsibility we want to take in a world that is changing.

We understand that our clients are facing difficult challenges. Global challenges require sustainable solutions that are fit for future generations. Together, we can make a world of difference, contributing to a more sustainable future for our children and our children's children. We encourage our clients and partners to join us as we work together in developing responsible solutions that will last far beyond our generation.

Wish to obtain more information or submit an online application for the job?

For more information, please contact ngoc.khanh.nguyen@rhdhv.com

We explicitly invite both internal and external candidates to apply for this position.