

Client introduction :

The Client is a global financial corporation with a diversified portfolio of businesses spanning across Europe and Asia. Headquartered in London, with international affiliates in Hong Kong, Greater China, Taipei, Bangkok, Vietnam, Cambodia, Moscow, Abu Dhabi, Cairo and other cities across 12 countries in Asia, the Middle East, and Europe, with 22 international offices.

We are a people-centric enterprise with a global team of over 600 professionals dedicated to maximizing the success rates of our employees and clients.

The company provides a wide range of financial products & services (FX, Commodities, Indices, Cryptocurrencies) to investors , professional traders, and financial institutions worldwide.

The average monthly trading volume executed by 100,000 retail investors, professional traders, and financial institution clients is estimated to be \$100 billion.

Responsibilities & Requirements:

Location: Hong Kong

Reporting to: Head of HR

Key Responsibilities:

Strategic HR Planning

1. Collaborate with the Global Head of HR and senior management to develop and implement HR strategies aligned with the organization's goals and objectives.
2. Provide guidance and support in the development and execution of HR policies, procedures, and initiatives specific to the Hong Kong, ML China, and Taiwan offices.

Talent Acquisition and Management

1. Oversee the recruitment and selection process, ensuring the acquisition of top talent across the region.
2. Develop and implement effective talent management strategies, including succession planning, performance management, and employee development programs.
3. Provide guidance and support to managers in talent assessment, development, and retention activities.

Employee Relations and Engagement

1. Manage employee relations matters, ensuring fair and consistent application of policies and procedures.
2. Lead and organize employee engagement activities to foster a positive and happy work environment, promoting employee engagement, motivation, and satisfaction.
3. Address employee concerns and grievances, conducting investigations and implementing appropriate resolutions.

Compliance and legal Matters

1. Stay updated on labor laws, regulations, and HR best practices of Greater China.
2. Ensure compliance with local labor laws and regulations, including employment contracts, work permits, and other legal requirements.
3. Collaborate with legal counsel and external advisors as necessary to address any legal issues related to HR matters.

HR Operations and Administration

1. Oversee HR operations and administration processes, including payroll, commission, and benefits administration.
2. Ensure accurate and up-to-date HR records and documentation in accordance with legal requirements and company policies.
3. Manage and monitor HR budgets and resources effectively.

Stakeholder Management

1. Build and maintain effective relationships with key stakeholders, including senior management, department heads, and employees.
2. Collaborate with regional and global colleagues to drive consistency and alignment in HR practices and initiatives.
3. Act as a trusted advisor to senior management on HR-related matters.

Qualifications and Requirements

1. Bachelor's degree in human resources, Business Administration, or a related field.
2. Extensive experience in HR management, with a focus on multiple locations or regions, preferably including Hong Kong, ML China, and Taiwan.
3. Strong knowledge of local labor laws and regulations of the region.
4. Proven experience in talent acquisition, talent management, employee relations, and HR operations.
5. Excellent communication and interpersonal skills, with the ability to influence and engage stakeholders at all levels.
6. strong leadership and people management abilities, with a track record of building and developing high-performing HR teams.
7. Analytical and strategic thinking skills, with the ability to develop and execute HR strategies aligned with business objectives.
8. proficiency in English and Mandarin Chinese is required, as the role involves working with stakeholders in Hong Kong, ML China, and Taiwan.

team@sogplus.com
www.sogplus.com



So.G People Solutions

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