

DIRECTOR OF HUMAN RESOURCES

- EMPLOYER'S NAME: Regalia Hotel Group
- JOB LOCATION: Shanghai
- POSITION: Full Time
- MANAGEMENT EXPERIENCE REQUIRED: At least 5 years managerial experience in the same capacity
- PROPERTY TYPE: Boutique Resort/Service Residences
- JOB DESCRIPTION:
 1. Responsible for the efficient running of the division in line with Regalia Hotel Group's Corporate Strategies and brand standards, whilst meeting employee, guest and owner expectations.
 2. To ensure the smooth and efficient running of the Human Resources Division and the implementation of Regalia's People Philosophy throughout the hotel.
 3. **ESSENTIAL FUNCTIONS OF THE JOB INCLUDE BUT ARE NOT LIMITED TO**
 - a. Ensure the effective deployment of corporate HR strategies, processes, policies, systems and metrics that contribute to the success of the business
 - b. Work with market segment HR business partners to effectively develop and deploy segment HR strategies (such as talent acquisition, retention and development, performance management, workforce planning, reward and recognition and organizational growth)
 - c. Work with market segment HR business partners to develop the regional leadership team to ensure that talent is in place to ensure sustainable development of the company's mission, vision, values, strategy and goals
 - d. Plan, budget and manage HR costs for the business unit in line with Corporate objectives
 - e. Work closely with senior management to provide critical HR strategy/counsel in support of key business initiatives
 - f. Act as a resource on employee relations' matters
 - g. Implement appropriate HR Strategies and actions to recruit and retain a qualified and motivated workforce
- EMAIL RESUME TO: hr-shanghai@gch-china.com
- AVAILABILITY: Immediately
- COMPENSATION: Competitive
- MINIMUM JOB REQUIREMENT:
 1. Degree or diploma in HRM/HRD or Hospitality/Tourism management
 2. Minimum 5 years work experience as Director of HR, or HR Manager in larger operation.
 3. Good problem solving, administrative and interpersonal skills are a must.
 4. Proficient in both English and Chinese
 5. Be able to build good working relations with the local government and labor bureau
 6. Excellent interpersonal and communication skills
- CONTACT INFORMATION:

Ms. Sarah Cai – HR Manager
Email: hr-shanghai@gch-china.com