

Job Description

JOB TITLE	Chief People Officer
LEVEL/BAND	Chief Officer
DIRECT REPORT (JOB TITLE)	Chief Executive Officer

Overall Purpose of the Position

The Chief People Officer is responsible for the overall execution related to building and retaining a high performing team of professionals that makes APS Bank an 'employer of choice'. The CPO is a key steward of the Bank's culture in ensuring a constant narrative that reinforces the values through all people-related initiatives and communication. The CPO reports to the Chief Executive Officer and holds membership on Board and Management committees.

Operational Responsibilities

- Supports and develops the way people work through implementation of best HR practices, co-ordinating with business strategy and employee and industrial relations;
- Develops strategies to attract and hire top talent, with a focus focused on diversity and inclusion as a competitive business advantage. Ability to develop relationships and build communities with an effort to drive engagement and support talent and leadership development initiatives.
- Oversees the proposal and implementation of HR development programmes required of the Bank in a fast paced and increasingly regulated environment, comprising communication and engagement, training needs, talent development and mentoring;
- Aligns the Human Capital function with the strategic goals and objectives of the Bank.
- Stewards the implementation of an effective and efficient training plan based on the identified training needs and budget;
- Oversees the Performance Review Management System focusing on talent development and reward by merit;
- Oversees the Collective Bargaining and negotiations with the employees' Union;

General Responsibilities

- Identifies and develops new ways of working across a diverse talent pool optimising work and performance in a strategic manner with agility and collaboration throughout;
- Orchestrates shared values across employees, customers, suppliers, investors and the community. Helping to reinforce and stitch together the culture and shared values across the candidate and employee lifecycles;
- Advises on the deployment of staff members efficiently and effectively in order to achieve targets and objectives, as well as supporting and encouraging their personal development through on-the-job and formal training opportunities.

Qualifications, Skills & Competencies

- **Mandatory**

Skill	<p>Emotional Intelligence and Authenticity</p> <ul style="list-style-type: none"> • Empathy and strong interpersonal skills, Compassion, self-awareness, and able to skillfully manage their emotions and those of others. • The ability to help manage complex situations, while being open and transparent with employees, fostering trust and being a resource in the middle of chaos, building credibility with internal and external stakeholders. • The ability to build sound business partnerships between based on trust, honesty, and constant communication.
Experience	<ul style="list-style-type: none"> • More than ten (10) years in a senior management Human Resources role. • A proven track record of managing multi-functional teams and people development.
Qualification	<ul style="list-style-type: none"> • A minimum of a first degree in Human Resources Management or a related field.

Structure

