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Luxembourg CHRO & Banking

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Company: 11191 Citibank Europe plc Luxembourg

Location: Bertrange

Category: business-and-financial-operations

Citi has had a presence in Luxembourg since 1970 thereby being the bank with the longest uninterrupted presence in the country. Citi Luxembourg's Institutional Clients Group provides comprehensive financial solutions to a wide range of global financial institutions, asset managers, corporates, public-sector entities, and multinational companies. In January 2020, the Citi Private Bank EEA client hub opened in Luxembourg.

Team/Role Overview

The Country HR Officer (CHRO) accomplishes results through the management of professional team(s) and department(s), integrates subject matter and industry expertise within a defined area and contributes to standards around which others will operate. The role requires in-depth understanding of how areas collectively integrate within the sub-function as well as coordinate and contribute to the objectives of the entire function. It requires someone with basic commercial awareness and developed communication and diplomacy skills are required in order to guide, influence and convince others, in particular colleagues in other areas and occasional external customers. The incumbent has responsibility for volume, quality, timeliness and delivery of end results. The role may also include responsibility for planning, budgeting and policy formulation within their area of expertise. The incumbent may be involved in short-term resource planning. The scope of this role includes full management responsibility of a team, which may include management of people, budget and planning, to include duties such as performance evaluation, compensation, hiring, disciplinary and terminations and may include budget approval.

What you'll do:

Provide a broad range of HR consulting services to client groups within the organization within a country, including advice on staffing (senior and new talent acquisition), managing talent (assessment, development and redeployment), compensation processes, organization effectiveness (change management, leader effectiveness, performance management, coaching, organization design), employee engagement (communications, employee relations, facilitation of rewards and recognition, employee involvement) and change management to support constant transformation.

Apply, thorough knowledge of HR principles, to resolve issues with impact on business segment or functional area.

Partner with regional HR and business/functional line management in recommending, developing, executing and implementing HR strategies, business plans and programs.

Partner closely with regional HR Specialist areas, for example, Compensation, Resourcing, Learning and Development Measuring and reporting key human capital metrics.

Attract and retain high potential talent by helping to define and establish career paths within client group.

Coach and develop leaders in successful performance management activities and upgrading talent.

Appropriately assess risk when business decisions are made, demonstrating particular consideration for the firm's reputation and safeguarding Citigroup, its clients and assets, by driving compliance with applicable laws, rules and regulations, adhering to Policy, applying sound ethical judgment regarding personal behaviour, conduct and business practices, and escalating, managing and reporting control issues with transparency, as well as effectively supervise the activity of others and create accountability with those who fail to maintain these standards.

What we'll need from you

HR Generalist experience in a broad range of HR areas; operating within a complex employee relations climate, preferably in a global/complex/matrix organization.

A proven track record of successful HR delivery and project management and delivery within agreed timescales.

A recognised leader who embraces change and has proven experience of delivering strategic HR initiatives.

Commercial awareness and a solid understanding of how HR adds value to the business.

A proven ability working within a remote HR operating model. Business travel and flexibility are essential.

Exceptional consultation skills; strength in building / influencing relationships; change agility leadership.

Strong influencing skills at all levels of the organisation with ability to build strong relationships as a trusted partner and work as part of a senior leadership team.

“Process improvement’ mindset to increase the effectiveness and efficiency of the services offered.

A team player and proactive attitude and main focus on clients within internal guidelines with an ability and willingness to roll up sleeves as well as being strategic.

To Value diversity - demonstrates an appreciation of a diverse workforce. Appreciates differences in style or perspective and uses differences to add value to decisions or actions and organizational success.

Qualifications :

Degree or equivalent in Business, Human Resources Management or related discipline preferred

This job description provides a high-level review of the types of work performed. Other job-related duties may be assigned as required.

This Role is a “Controlled Function” Role as defined by the Central Bank of Ireland Reform Act 2010 and Principal Regulations 2011, and amending Regulations 2014, 2015.

#LI-RM2

Job Family Group:

Human Resources

Job Family:

Human Resources Management

Time Type:

Full time

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