

Vacancy

CLP Holdings Limited

Group Human Resources / HR Information System

Senior HR Manager – PMO Transformation (2-year contract)

[Ref. CLPH-GHR-SHRM-PMOT]

We are looking for a high caliber individual who is dynamic, analytical and innovative to join the HR Transformation team in our Group Human Resources. Reporting to the Head of HR Transformation with key responsibilities and requirements of the position summarized as follows:

Responsibilities

- Initiate, plan, monitor and manage initiatives for assigned HR Transformation project portfolio covering the new HR Operating model pathway and technology implementation. These may also cover change programs such as training and socializing the changes with other groups across CLP Hong Kong as required.
- Conduct impact and risk assessments based on stakeholder and end user's perspective to accommodate impact of HR change. Identify the corresponding interdependencies and risks for assigned HR project portfolio.
- In partnership with HR Leaders recognize and assess change management impacts to people, process and technology for assigned HR project portfolio to develop suitably detailed plans and change interventions.
- Define and document the strategy and approaches required for HR Transformation initiatives and change management to be adopted for assigned HR project portfolio.
- Monitor and support improvements to quality and control metrics for the whole HR Transformation change process so as to comply with the required standards and guidelines.
- Apply risk management framework for assigned HR project portfolio to effectively anticipate, manage and mitigate.
- Collaborate and facilitate senior stakeholder engagement for assigned HR project portfolio.
- Contribute to major change initiatives and cultural change efforts across all parts of CLP Hong Kong to ensure consistent adoption levels.
- Apply comprehensive measurement tools and metrics to gauge HR Transformation initiatives effectiveness and improve short and long term planning, strategies and tactics.

Requirements

- Professional qualification and/or Bachelors' degree in Human Resources, Business Management or related field.
- Minimum 12 years' experience with HR Project Management, HR Operations and HR Change Management.
- Substantial experience of full life cycle HR Transformation and service delivery change management.

- Strong understanding of HR Operating models and organization design methodology, the development of change management design principles, governance, structure and performance measures.
- Experience of working in an organization whose HR operating model incorporates a HR Shared Service Center.
- Experience in successfully managing and embedding a major change programme and designing and implementing a change and communications plan and approach.
- Driven by values and integrity, talks straight, builds confidence, and leads by example.
- Strong problem solving and decision-making skills

Please apply by sending email to ghr@clp.com.hk providing a detailed C.V., including academic qualifications, career history, major achievements and personal attributes on or before **13 August 2022**.

Important: To facilitate our easy tracking please use a unique file name for all attachments and your email subject box in this format: CLPH_GHR_SHRM-PMOT_Last Name_First Name_Other Names (if applicable)

Applicants not invited for interview within 6 weeks from the closing date may assume their application is unsuccessful.

Information provided will be for recruitment purpose within the CLP Group and only short-listed candidates will be contacted. We comply with all applicable laws and regulations of HKSAR in handling applications. For details of the Personal Information Collection Statement, please visit our website: <https://clp.to/engPICS>

For further information on our company, please visit our website:

<https://www.clpgroup.com/>



Date Exhibited: 6 August 2022
Date Withdrawn: 13 August 2022

Information Classification: PROPRIETARY

(本項職位空缺只備英文版本)

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