

## HR Employer Branding

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Company: HRSI

Location: Karachi

Category: other-general

### **JOB SUMMARY:**

Candidate will be responsible for accelerated recruitment and maintaining an evergreen resource pipeline for business-critical roles, working closely with the company's leadership. The individual will be responsible for designing and implementing employee engagement plans and policies in a target driven competitive work environment.

### **JOB RESPONSIBILITIES:**

#### **Strategic HR Planning:**

Develop and implement HR strategies aligned with the overall business objectives for an ecommerce services consultancy firm

Be able to create and maintain an active online presence of the company and promote it in relevant networks & fraternity

#### **Employer Branding Strategy:**

Develop and execute comprehensive employer branding strategies aligned with organizational goals.

Conduct research to understand market trends, competitors, and industry best practices to enhance the employer brand.

#### **Talent Acquisition:**

Lead and drive the recruitment and onboarding processes for the company

Collaborate with the operations team to define job requirements ensuring a smooth hiring process

Implement innovative sourcing strategies to attract top talent including close collaboration with recruitment partners and through alumni networks

**Performance Management:**

Develop and oversee performance management systems, ensuring fair and consistent evaluation processes for the employees

**HR Compliance and Policies:**

Stay current with labor laws and regulations relevant to the business of the company  
Develop and enforce HR policies and procedures to ensure compliance and maintain a positive work environment.

**REQUIRED SKILLS:**

Proven experience of recruitment in startup or technology ecosystem  
Technology savvy and be able use multi-channel approach to develop companys brand image  
Proficient in spoken and written English language  
Strategic thinking and problem-solving abilities with strong negotiation and analytical skills  
In-depth knowledge of HR principles, labor laws, and industry best practices

**EXPERIENCE:**

Minimum five-year experience or above required

**EDUCATION:**

Four-year undergraduate degree in Human Resource, Business Administration, or a related field  
Graduate degree and/or HR certification would be a plus

**SALARY**

Market competitive salary and annual performance bonus

**JOB TYPE**

Full-time Onsite (Mon-Sat: 12:00noon-9:00pm) with alternate work Saturdays  
Candidates should be able to commute reliably to the office on a daily basis

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## Cross References and Citations:

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