

Commercial HR Manager, Marketing, DX, NRM

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Company: PepsiCo

Location: İstanbul

Category: other-general

Responsibilities

Ensure HR strategy & key processes are well institutionalized and executed & providing full range of HR services by understanding, responding and proactively acting on insights, expectations, needs and requirements.

Manage every aspect of employee development and relations serving as an employee champion to ensure that processes and relationships are fair and equitable while utilizing key HR tools & processes to ensure all employees are fully engaged in and committed to the business growth.

Provide coaching and feedback to the managers on execution of HR programs, evaluating effectiveness, reviewing and seeking improvements on the execution of the systems and processes.

Lead the performance management culture by ensuring adherence to all core people and Total Rewards processes.

Enable development of HC planning, staffing, assessment, and selection tools and processes to ensure match the right people to the right jobs while meeting the business goals with diverse talent.

Partner with business leaders, continuously assess current organizational structures & needs and identify required changes and new architectures to drive improved business performance.

Support leaders in designing development and succession plans, and coach managers to ensure that talent is maximized, and ready to meet the current and future leadership needs of the business.

Serve as an employee advocate to foster a culture of openness, trust and inclusion (, active listening tools, roundtables, etc.).

Ensure effective operating model and controls are in place; Own CoC and Speak-Up processes; partner w/internal audit & functions where necessary; drive CE standards; implementation and maintenance of audit requirements within areas of responsibility.

Qualifications

University degree

Able to harness community of service to deliver solutions

Excellent interpersonal, counseling, negotiation skills and influencing skills

Business Understanding

Being able to lead multi-functional teams in a complex business environment

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