

# Turkey Jobs Expertini®

## HR Lead

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Company: 695 GlaxoSmithKline Ilaclari Sanayi ve Ticaret A.S.

Location: İstanbul

Category: other-general

HR will partner with the business to effectively execute the people plan, leveraging their local context and expertise by delivering HR services in line with the agreed service proposition and service delivery model, fully leveraging their partnership with People Services team and across OneHR.

This position reports to the Country Director and will work closely with their leader to provide HR excellence support across the local organization.

### **Key Responsibilities:**

Assist in the delivery of people priorities in conjunction with HR Director & HRBP.

Develop and implement human resource policies by ensuring consistent application of local laws and practices in accordance with global and local HR policies in all aspects of HR services.

Partner with employees to drive execution on employee relations, employee engagement, recruitment, performance management, and employee development.

Single point of contact for field force employees to provide required HR services and partner with Sales Force Leaders on performance management and development plans.

Administering and maintaining HR training programs and company policies.

Co-create a LoC talent strategy with the HR Director to enhance the talent pipeline and increase bench strength while attracting, developing and retaining key talents and contributing to the EM talent approach and global to local talent strategy.

Lead discussions with the business related to succession planning and talent development, leveraging data and insights.

Act as a change agent to the business to drive a culture shift to develop a leader-led culture of belonging, inclusion and thriving people.

Partner with the business to align on current and future workforce needs from a leadership, capability and talent perspective to prepare for upcoming launches, digital & AI adoption & transformation.

Act as a delivery partner at the country level for initiatives related to HR CoEs and HRBLs, effectively partnering as OneHR.

Own DEI strategy for the LoC supporting representation ambitions at the regional and global level.

Support annual HR deliverables such as the P&R cycle.

Partner with the Employee Relations Team to resolve high-risk employee relation issues and implement appropriate actions.

Guide stakeholders around HR policies, processes, and ways of working to hold them accountable for employee experience and to enable teams and individuals to be most effective in their roles.

Provide support to the Director for ad hoc projects and initiatives, etc.

### **Basic Qualifications**

Bachelor's degree in relevant fields. Master's degree in HR would be an asset.

Broad knowledge of HR industry practices with demonstrated experience in compensation, benefits, recruitment, talent development, and performance management.

Minimum 5 years' experience in a similar role, preferably in a multinational business environment

Fluency in English, both written and spoken

Knowledge of Turkish Labor Law

Experience in MS Office

Positive attitude, strong communication and analytical skills

Workday experience is a plus.

**Job Posting End Date:**

**15.05.2024**

**Why GSK?**

**Uniting science, technology and talent to get ahead of disease together.**

GSK is a global biopharma company with a special purpose – to unite science, technology and talent to get ahead of disease together – so we can positively impact the health of billions of people and deliver stronger, more sustainable shareholder returns – as an organisation where people can thrive. We prevent and treat disease with vaccines, specialty and general medicines. We focus on the science of the immune system and the use of new platform and data technologies, investing in four core therapeutic areas (infectious diseases, HIV, respiratory/ immunology and oncology).

Our success absolutely depends on our people. While getting ahead of disease together is about our ambition for patients and shareholders, it's also about making GSK a place where people can thrive. We want GSK to be a place where people feel inspired, encouraged and challenged to be the best they can be. A place where they can be themselves – feeling welcome, valued, and included. Where they can keep growing and look after their wellbeing. So, if you share our ambition, join us at this exciting moment in our journey to get Ahead Together.

You may apply for this position online by selecting the **Apply now** button.

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