

# Vacancy: General Manager- Human Resources

**Job Purpose**

Ecocash Holdings is looking to hire a General Manager – Human Resources to join its diverse team.

The main purpose of the job is to provide strategic human resources management and guidance to

EcoCash Holdings, through developing and implementation of HR systems, policies, compensation and

benefits initiatives, comprehensive individual talent and organizational interventions in line with

relevant human resources legislation and laws of Zimbabwe.

# Key Responsibilities

* Leads the team to provide effective and satisfactory strategic HR support for the overall achievement of the organization’s mandate.
* Draws and Oversees implementation of the Human Capital budget.
* Develops strategy, processes and standards for all HR pillars including resourcing, manpower planning and contracting with vendors to ensure efficient implementation of the HR mandate
* Carries out campus selection procedure whenever required and ensure talent pool is created with a robust selection process.
* Supports respective general managers in hiring short term individual consultants for specific assignments.
* Oversees the planning and implementation of the High-Performance Culture within the organization.
* Leads the organization in setting up HR policies and SLAs that ensures efficiency and proper governance.
* Maintains coherent databases and use data for effective human resource decision making.
* Provides HR guidance and support to the Heads of functions.
* Ensures reporting through HR Dashboard and provide the data driven analytics for rationale deployment of resource across the state.
* Ensures implementation of appropriate staff engagement initiatives to maintain the Staff engagement Index high.
* Draws and implements reward policies that drives staff motivation, engagement and internal equity

# Qualification, Skills and Experience

* Degree in Social Sciences or equivalent.
* A relevant vocational or professional qualification is mandatory.
* 8 to 10 years’ experience in a similar or related environment, with a minimum of 3 years in a Senior Management position.

Interested and qualified candidates should visit our recruitment portal, register, and apply by the 22nd of May 2023, on the following link: <https://careers.ecocashholdings.co.zw/>

# Only short-listed candidates will be contacted.