

Shape the Workforce and Culture at a Fast-Growing Plastic Manufacturer



Our client, a prominent player in the manufacturing and export of household products, is seeking a dynamic professional to drive the HR strategy in the capacity of:

Human Resource Manager

Key Roles & Responsibilities:

- ❑ Optimize functions and workflows by strategically structuring HR allocation and placements, ensuring seamless operations within the organization and driving operational excellence.
- ❑ Manage the recruitment and selection process to attract, hire, and retain top talent.
- ❑ Formulate and implement HR policies and procedures that elevate organizational effectiveness, streamlining processes for maximum efficiency.
- ❑ Revise and update job descriptions to align with evolving strategic organizational goals and industry standards.
- ❑ Cultivate a strategic mindset essential for effective HR management.
- ❑ Oversee and manage a performance appraisal system designed to motivate outstanding performance, aligning individual contributions with the company's strategic objectives.
- ❑ Implement equitable compensation plans and comprehensive benefits programs, promoting employee satisfaction and enhancing retention across the organization.
- ❑ Identify training needs specific to the recycling and processing sectors, overseeing robust training initiatives that foster skill development and compliance.
- ❑ Provide strategic decision support through proficient HR metrics and analytics, guiding management in data-driven decision-making processes.
- ❑ Maintain compliance with legal standards and regulations in all human resource management processes, upholding the organization's exemplary reputation in the industry.
- ❑ Responsible to manage overall HR operations in an efficient and effective manner.

Key Requirements:

- ✓ Bachelor's degree (MBA preferred) in Human Resource Management, Public Administration from a reputable institution.
- ✓ 6 to 8 years of substantial experience in HR management within the consumer products sector, preferably in Fast Moving Consumer Goods (FMCG) sector.
- ✓ Strategic mindset with a capacity to think beyond core functional responsibilities, driving innovative solutions and initiatives.
- ✓ Excellent negotiation and communication skills fostering a collaborative work environment.

Matters for Consideration:

- Interested candidates meeting the requirements of the role can apply at:
<https://www.affco.com.pk/Recruitment>
- Deadline for submission of applications is **August 15, 2025**
- The position is based in **Karachi** and offers a **competitive compensation** profile.
- Only shortlisted candidates will be called for interviews.