

Our client, a state-owned enterprise leading the exploration, mining, and marketing of various minerals, is seeking dynamic professionals to enhance their Branding and People operations. as:



General Manager / Vice President – Human Resource & Branding

Key Responsibilities:

- Develop and execute a comprehensive HR strategy aligned with organization's business objectives and Board priorities.
- Act as strategic HR advisor to senior leadership on workforce planning, organizational design, and HR risks.
- Lead talent acquisition, succession planning, leadership development, and workforce capacity building.
- Oversee performance management, promotions, and reward systems to drive a high-performance culture.
- Formulate and implement HR policies ensuring compliance with applicable labor laws and best practices.
- Strengthen HR systems, processes, and digital solutions to enhance efficiency and employee experience.
- Manage industrial relations and ensure harmonious employee-management relations across organization.
- Monitor HR metrics and implement data-driven improvements in talent management and engagement.
- Review manpower planning, headcount, and budgets in alignment with business needs.
- Foster a culture of continuous improvement, accountability, and professional development within the organization.

Key Requirements:

- ✓ Master's Degree in HRM or MBA (HR) from a HEC-recognized institution (16 years of Education). Additional certifications such as (SPHRI/SHRM) in the relevant field will be preferred.
- ✓ Minimum 15 years of post-qualification experience of progressive HR in reputable public and private sector organizations, with demonstrated expertise in HR Strategy & Planning, Talent Management, Learning & Development, Employee Engagement, Industrial Relations, and HR Operations, including substantial experience in senior management roles.
- ✓ Maximum age limit is upto 50 years by the closing date of application.

Interested candidates meeting the requirements of the role can apply at: <https://www.affco.com.pk/Recruitment>

- Deadline for submission of applications is **March 25th, 2026**.
- The position is based in **Islamabad** and offers a **very good compensation** profile for an open term contract.
- Only shortlisted candidates will be called for interviews.
- Departmental candidates are required to apply through proper channel.
- Females are equally encouraged to apply.
- The Company reserves the rights to fill or not to fill the advertised position.
- Incomplete and late applications shall not be entertained.
- No TA/DA will be admissible for the interview.