

Drive Business Through People, Partner with Leaders

Our client, Gas & Oil Pakistan Limited (GO), is looking for a well-qualified, dynamic and experienced HR Business Partner to be associated with the Company as:



General Manager – Head of HR Business Partnering

Job Roles & Responsibilities:

- ❖ Collaborate closely with senior leadership of business units to understand strategic priorities, operational goals, and challenges.
- ❖ Develop and implement tailored HR strategies, plans, and initiatives that drive business results and support long-term growth.
- ❖ Provide expert counsel and guidance on organizational design, workforce planning, succession planning, and talent development.
- ❖ Act as a change agent, supporting business transformation and fostering a culture of continuous improvement.
- ❖ Oversee the end-to-end talent acquisition process for assigned units, ensuring the attraction and hiring of high-caliber talent aligned with business needs and company culture.
- ❖ Assist in driving robust performance management processes, ensuring clear goal alignment, regular feedback, and effective development planning.
- ❖ Lead succession planning efforts for critical roles within the business units.
- ❖ Provide expert advice and coaching to managers on handling employee grievances, disciplinary actions, and performance issues.
- ❖ Champion initiatives to enhance employee engagement, morale, and workplace culture.
- ❖ Support the implementation of corporate HR programs and policies within the business units, ensuring consistency and effectiveness.
- ❖ Analyze HR metrics and trends (e.g., turnover, engagement, diversity) to identify insights and recommend data-driven solutions to the business units.
- ❖ Collaborate with the functional HR team to ensure reward strategies are competitive, equitable, and aligned with business performance within assigned units.

Key Requirements:

- ✓ Bachelor's Degree (Masters Preferred) in Human Resource Management, Business Administration, or a related field from a recognized institution.
- ✓ Minimum 12 years of progressive experience in Human Resources management.
- ✓ At least 5 years of experience in a strategic HR Business Partnering role, preferably supporting senior leadership.
- ✓ Proven track record of developing and implementing HR strategies that yield measurable business results.
- ✓ Demonstrable experience within the Energy or related sectors is highly preferred.
- ✓ Other competencies include Strategic Thinking, Business Acumen, Stakeholder Management, Leadership & Influence, Communication, Interpersonal Skills, Resilience & Adaptability

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

- ☐ Deadline for submission of applications is **May 12, 2025**.
- ☐ The position is based in Lahore and offers a competitive compensation profile.
- ☐ Only shortlisted candidates will be called for interviews.

