

# Prepared to Drive HR Leadership in Pakistan's Leading Private Sector OMC?

Our client, Gas & Oil Pakistan Limited (joint venture of ARAMCO), one of Pakistan's biggest oil marketing companies is looking for a dynamic corporate professional to drive the HR strategy in the capacity of:



## Chief Human Resource Officer

### Key Roles & Responsibilities:

- ❑ Formulate and execute long-term strategic plans to ensure the HR strategy aligns seamlessly with the company's business objectives, focusing on driving growth and operational excellence.
- ❑ Develop and execute a forward-thinking talent acquisition strategy, while overseeing learning and development programs and implementing strategic retention initiatives
- ❑ Cultivate and sustain a company culture that prioritizes safety, integrity, customer-centricity, and continuous improvement, reinforcing these values across all levels of the organization.
- ❑ Design and implement a comprehensive performance management system and a competitive compensation and benefits structure, ensuring alignment with industry best practices and market trends.
- ❑ Lead change management initiatives to guarantee smooth transitions during organizational restructuring, fostering resilience and adaptability within the workforce.
- ❑ Ensure the equitable and consistent application of all disciplinary procedures and company policies, maintaining compliance with legal and regulatory standards.
- ❑ Develop and implement initiatives aimed at enhancing employee engagement, promoting career development, and improving overall organizational effectiveness, ensuring employees feel valued and motivated.

### Key Requirements:

- ✓ Bachelor degree (Master's preferred) in Human Resource Management, Business Administration, or Public Administration from a reputable institute.
- ✓ 15-20 years of progressive HR experience with at least 7-10 years in senior management or decision-making positions, with a proven track record of organizational impact.
- ✓ Strong leadership skills with the capability to inspire and influence change across all levels of the organization.
- ✓ 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 **July 20, 2025**.
- The position is based in **Lahore** and offers a **competitive compensation** profile.
- Only shortlisted candidates will be called for interviews.