

# Organisation Development Manager

**Location:** Beijing, China

**Starting date:** ASAP

## **ABOUT THE COMPANY:**

Our client is seeking an Organisation Development Manager to lead and drive organizational development initiatives in Asia Area in line with group direction to support sustainable growth of group business and organization, based in Beijing.

我们的客户正在寻找一位 OD 经理，根据集团方向领导和推动亚洲地区的组织发展计划，以支持集团业务和组织的可持续发展，常驻在北京。

## **MISSIONS:**

### - Leadership Development

领导力发展：

- Work together with Asia HR managers to implement group leadership development policies and programs  
与集团亚洲人力资源经理合作，实施集团领导力发展政策和计划
- Develop leadership development local initiatives in connection with business context to support business growth  
根据业务背景制定当地的领导力发展计划，以支持业务增长
- Work together with management teams to build up leadership pipeline and succession planning in Asia  
与管理团队合作，在集团亚洲区建立领导力梯队和继任规划

### - Talent Management

人才管理：

- Support management and HR team in different businesses to identify and develop talents in different categories through key processes such as people review

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通过人员审查等关键流程，支持不同业务的管理层和人力资源团队发掘和培养不同类别的人才

- **Implement group training programs and make adaptation when necessary**  
实施集团的培训计划，并在必要时进行调整
- **As an expert in Talent Management provide advice to management and HR managers in Talent Management issues**  
作为人才管理专家，就人才管理问题向管理层和人力资源经理提供建议

#### - Inclusion and Diversity

包容性和多样性：

- **Implement group Inclusion and Diversity initiatives at Asia level**  
在亚洲实施集团包容性和多样性计划
- **Take lead to support and organize Growing Up activities in Asia**  
带头支持和组织亚洲的成长活动

#### - Employee Engagement

员工参与：

- **Implement group engagement survey at Asia, analyse reports and design focused follow up actions**  
在亚洲实施员工参与度调查，分析报告并设计有针对性的后续行动
- **Constantly monitor engagement movements and advise management on necessary actions**  
持续监控员工敬业度的变化，并就必要的行动向管理层提出建议
- **Coordinate with HQ and other functions to promote branding and Employee Value Proposition when required**  
必要时与总部和其他职能部门协调，推广品牌和员工价值主张

#### - Change Management

变革管理：

- **Implement group programs when required. Advise management team on change tools and processes.**  
必要时实施小组计划。就变革管理工具和流程向管理团队提供建议。
- **Organize and facilitate related workshops as necessary together with HR managers**

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必要时与人力资源经理一起组织和推动相关研讨会

#### - Other Responsibilities

其他职责：

- **Support Chief Human Resource Officer to find and execute initiatives to develop HR team competencies in Asia**  
支持首席人力资源官在亚洲寻找和执行发展人力资源团队能力的计划
- **Work on any other ad-hoc tasks assigned by Chief Human Resource Officer**  
完成首席人力资源官指派的任何其他临时任务

#### **MEASUREMENT:**

- **Achievement of defined objectives and targets**  
实现既定目标和指标
- **Meeting deadlines of various tasks eg group report submission**  
在截止日期前完成各项任务，如提交小组报告
- **Feedback from business managers, HR managers and internal clients**  
业务经理、人力资源经理和内部客户的反馈意见

#### **REQUIREMENT:**

- **Min 10+ years of related HR experience with multinational companies, preferably in both specialist and generalist functions**  
至少 10 年以上跨国公司相关人力资源工作经验，最好曾担任过专家和通才职务
- **Bachelor degree in HR management, psychology or business administration**  
人力资源管理、心理学或工商管理学士学位
- **Excellent communication and interpersonal skills. Able to work in a complex organization with multiple stakeholders**  
出色的沟通和人际交往能力。能够在复杂的组织中与多个利益相关者合作
- **Experience of designing and facilitating workshops highly preferred**  
有设计和主持研讨会经验者优先考虑
- **Positive and pro-active attitude a must. Self-disciplined**  
必须具备积极主动的态度、自律
- **A team player and willing to learn, resilient, able to work with ambiguity**  
具有团队合作精神，乐于学习，有韧性，能够处理模糊不清的问题

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- Mature and culturally sensitive with emotional stability  
成熟、对文化敏感、情绪稳定
- Excellent English language proficiency in both speaking/listening and reading/writing.  
French a plus  
英语听说读写能力出色, 懂法语更佳

#### **APPLICATION:**

Please send your resume to: [bj-hr@ccifc.org](mailto:bj-hr@ccifc.org)

有意者请将简历投递至邮箱: [bj-hr@ccifc.org](mailto:bj-hr@ccifc.org)

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