

China HRBP Manager

Location: Shanghai

Starting date: ASAP

Nationality: Chinese

About the company :

Our client is a leading worldwide shipping group present in more than 160 countries.

Mission:

This position targets to partner with function heads to implement HR strategies that contribute to company organization and people development, to serve as a liaison between the business line and HR functions to assess human resources needs in areas such as workforce planning, performance management, compensation, learning and career development. Drives people strategy across the organization, and help shape a high-performance culture that enables business growth.

Key Responsibilities:

- **Strategic Business Partnership**
 - Serve as the primary HR advisor to senior leadership and department heads, translating business objectives into actionable people strategies.
 - Partner on organization design, workforce planning, and structural changes to ensure the right talent is in the right roles at the right time.
 - Lead annual talent and succession planning cycles, identifying critical-role risks and building robust leadership pipelines.

- **Performance & Talent Development**
 - Own the performance management project end-to-end, organizing and facilitating performance-tracking activities in close collaboration with function heads and line managers.
 - Review and analyze people data to identify trends; partner with line managers on targeted interventions to retain, develop, and motivate employees to achieve their fullest potential.
 - Act as a hands-on coach to people managers, providing practical guidance and tools to strengthen their leadership capabilities and day-to-day people-management effectiveness.

- **Employee Relations & Culture**
 - Provide consultation and guidance to line managers to address and resolve employee relations issues, ensuring workplace harmony and consistent, fair treatment.
 - Support and organize staff communications and engagement initiatives.
 - Champion a positive workplace culture by embedding employee voice into HR programs and addressing engagement gaps proactively (EES).

- **HR Process Excellence & Compliance**
 - Stay abreast of HR best practices, market trends, and regulatory developments; continuously refine HR processes and policies to enhance operational efficiency and employee experience.
 - Ensure all people practices, documentation, and decisions comply with local labor laws and internal governance standards.

- **Cross-Functional Collaboration & Operations**
 - Drive and deliver HR initiatives through close cooperation with COE and HR Operations teams (e.g., compensation review, talent assessment, policy rollout, system implementation).

- **Other ad hoc tasks assigned by the company.**

Qualifications:

- Bachelor's degree or above.
- 10+ years HR experiences in big MNCs with minimum 5 years in a senior HRBP role.
- Demonstrated ability to build strong relationships with business leaders and collaborate cross-functionally.
- Strong command of performance management, talent development, workforce planning, and employee relations.
- Solid understanding of local labor law, compensation principles, and HR compliance.
- Data-savvy: able to translate people analytics into actionable business insights.
- Excellent consulting, coaching, and conflict-resolution skills.
- High proficiency in HRIS and MS Office; experience with project management is a plus.
- Fluent English in both speaking and writing.
- Track record of Mentoring or Coaching qualifications is a plus.

Application:

Please send your English CV and cover letter to:

sh-recruitment@ccifc.org