



MUA, leading Insurance Group on the island, with a strong presence on the East African region, is looking for a **Human Capital Manager** to join its Group HR team and accompany its dynamic people culture.

Your Role

- MUA's strong employer brand will be at the very heart of your HR activities.
- You will play a key Business Partner role, as part of the Management team, by leading, with the HR team, the day-to-day HR Operations, providing expert support on HR matters and valuing the overall employee experience.
- As part of the Group HR office, you will extend your expertise to all the operating entities of the Group, including in East Africa.
- Advocate of strong internal bonds, you will promote participative management and value a culture of trust within the teams.
- You will be an ambassador in promoting a culture of dialogue through effective internal communications initiatives. Good listener, with a passion for on-field contact you will also dedicate time to meet the teams on the different sites.
- You will lead, with the HR Team, the recruitment, onboarding and retention of the best talents to accompany the future challenges and opportunities of the company.
- Confident that individual development is a key lever to business success, you will assist the Department Heads in the assessment of competences and in securing dynamic and effective functional organisations through people development initiatives and experiences.
- Creative and forward thinker, you will make efficient use of MUA's regional footprint to generate synergies and cross exposures. In so doing, you will pay particular attention to valuing the company's high potentials.
- Committed to valuing employee performance, you will ensure, with the HR Team and the Management, the enforcement of or a robust and engaging performance culture, together with the right reward strategies.
- You will accompany the Management on regular recognition initiatives, including celebrations and employee events.
- Strong believer in continuous process optimization, you will promote a user-friendly end-to-end HR service through digital HR solutions.
- Analytical, you will drive the production of regular HR Dashboards and lead key HR projects.
- In view of reinforcing a compliance culture, you will actively participate in promoting employee due diligence programmes. In your role, you will also be the guardian of the company's HR standards of procedure.
- Your involvement in promoting the company's Health & Safety standards will be fundamental in promoting a safe work environment.

Your Profile

- 5 years of relevant work experience leading HR Operations, within a team.
- Holder of a degree in Human Resources from a recognized institution.
- You have all the basics of the good HR professional - Excellent communicator, strong believer in people development and upskilling, budget juggler, conversant with local legislations, HR digital solution savvy, to name a few.
- Troubleshooter, you are very comfortable in an environment driven by active business transformation.
- You enjoy working with and within a team.

- You have a good sense of humour, you promote “safe places” and are very sensitive to engaging social environments in the workplace.
- Self-starter, ambitious and full of courage in complex situations.
- Proactive, problem-solver, you are prompt and sharp on HR day-to-day support.
- Acquaintance with offshore HR activities is a plus.

The company reserves the right to call only the qualified candidates for the selection exercises.

Applications received after the closing date might not be considered.

The company also reserves the right not to proceed with the vacancies.