

## Human Resources Director 5\* Hotel Islas Canarias

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Company: JCI Talent Search

Location: Santa Cruz de Tenerife

Category: other-general

JCI Talent is recruiting a Human Resources Director for a 5\* International Hotel located Islas Canarias

### MISSION

Reporting directly to the hotel General Manager and being a member of the property executive

committee, the Director of Human Resources will lead a Human Resource Business Plan aligned

with property and brand strategies to deliver HR services that enable business success.

He/she will be responsible for talent acquisition, succession/workforce planning, compensation and benefits, performance management and development for property employees.

### CORE WORK ACTIVITIES

Managing the Human Resources Strategy

- Executes and follows-up on engagement survey related activities.
- Champions and builds the talent management ranks in support of property and region diversity strategy.
- Translates business priorities into property Human Resources strategies, plans and actions

- Implements and sustains Human Resources initiatives at the property.
- Coordinates the human capital review process at property and leads succession planning activities on property and in the market, as appropriate.
- Leads the assessment of property leadership pipeline through the human capital review process and assists with follow-up.
- Creates value through proactive approaches that will affect performance outcome or control cost.
- Leads and participates in succession management and workforce planning.
- Responsible for Human Resources strategy and execution.
- Serves as key change manager for initiatives that have high employee impact.
- Attends owners meetings as a member of the property executive committee and provides meaning or context to the Human Resources results (e.g., retention statistics, critical open positions, employee satisfaction, and training initiatives and results); and demonstrates an understanding of owner priorities.
- Supervises one or more on-property Human Resources, as well as market-based Human Resources Specialist type resources where appropriate.

#### Managing Staffing and Recruitment Process

- Analyzes open positions to balance the development of existing talent and business needs.
- Serves as coach and expert facilitator of the selection and interviewing process.
- Surfaces opportunities in work processes and staffing optimization.
- Makes staffing decisions to manage the talent cadre and pipeline at the property.
- Develops staffing strategy (in collaboration with hiring manager) relating to hiring practices; consults with hiring manager on compensation, benefits, etc.
- Monitors sourcing process and outcomes of staffing process.
- Ensures managers are competent in assessing and evaluating hourly staff.

#### Managing Employee Compensation Strategy

- Remains current and knowledgeable in the internal and external compensation and work competitive environments.
- Leads the planning of the hourly employee total compensation strategy.

- Champions the communication and proper use of total compensation systems, tools, programs, policies, etc.
- Participates in quarterly internal equity analysis; reviews internal equity reports and surface issues needing resolution.
- Creates and implements total compensation management packages/offers, particularly recognition and incentive programs directed towards property priorities.

#### Managing Staff Development Activities

- Ensures completion of the duties and responsibilities of the properties' Human Resources staff members, as outlined in applicable job description(s).
- Ensures property Human Resources staff is properly trained in all employee-related human resource information to appropriately respond to property employees.
- Serves as resource to property Human Resources staff on employee relations questions and issues.
- Continually reinforces positive employee relations concepts.

#### Aptitudes y conocimientos deseados:

At least 5 years in a Director of Human Resources role. Experience in luxury companies. Spanish and English proficiency. Experience working with labor unions and temporary staff agencies. The ideal candidate should be a dynamic and proactive Human Resources leader, with an operational orientation.

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