



TALENIS PLUS CONSEILS Benin is recruiting on behalf of an industrial structure:

ONE (01) HR BUSINESS PARTNER (M/W) (REF: TPC-0524R06HRBP)

NB: Open to all interested applicants .

Roles and Responsibilities:

- Strategically organize and oversee the personnel search and recruitment process.
- Prepare comprehensive recruitment proposals and reports.
- Manage all aspects of HR administration provided to the company, including contract oversight and timely renewals.
- Implement and promote a comprehensive onboarding process.
- Direct talent management and organizational development initiatives.
- Foster positive working relationships between the company and individual/collective employees.
- Develop and coordinate performance evaluation mechanisms to enhance entity efficiency and productivity.
- Design and execute personnel training plans tailored to identified sectoral needs.
- Formulate and validate personnel promotion and development strategies aligned with strategic and operational plans.
- Act as the company representative in resolving labor disputes and litigations, including IT and Social Affairs Court matters.
- Ensure strict compliance with legislative and regulatory provisions and directives pertaining to hygiene and safety.

Profile:

- Possess a minimum of a Master's degree in Human Resources Management, Business Administration, or a related field.
- Demonstrate at least ten (10) years of pertinent professional experience.
- Showcase a minimum of five (05) years of leadership experience.
- Have managed a workforce exceeding 1,000 individuals (Specify the number of employees supervised for each position).
- Exhibit experience in international environments, including managing expatriates across multiple countries or regions.
- Demonstrate proficiency in promoting equal opportunities within human resources policies and workplace environments.
- Possess in-depth knowledge of labor legislation in Benin and Africa regarding employment statuses, contracts, and employee benefits.
- Display strong presentation skills and the ability to collaborate within diverse teams.
- Demonstrate a proactive demeanor and a penchant for decisive action.
- Possess advanced computer skills, including proficiency in common HR applications and Microsoft Office Suite (Word, Excel, PowerPoint).
- Exhibit excellent communication abilities in both English and French.
- Encourage female candidates to apply.



Is this profile yours?

APPLICATION DETAILS:

Applicants must submit their dossier via email with the subject line: **HR BUSINESS PARTNER (M/W) (REF: TPC-0524R06HRBP)** to: recrutement@talentsplusafrique.com

Upon receipt of the application dossier, an acknowledgment of receipt will be provided. Should you not receive this acknowledgment, please resend the email.

REQUIRED DOCUMENTATION:

- *A cover letter addressed to the General Manager of TALENIS PLUS CONSEILS, indicating the position and reference (including availability and salary expectations).*
- *A detailed Curriculum Vitae in English.*
- *Copies of all obtained diplomas.*
- *Copies of relevant work certificates/attestations.*

(Any application dossier failing to meet this requirement will be summarily rejected.)

NB: By applying, candidates consent to the collection, storage, and processing of their personal data. Candidates may exercise their right to object at any stage of the process.

Application Deadline: [May 26, 2024](#)

For further inquiries: 00 229 95 10 91 51 / www.talentsplusafrique.com