

Career Opportunities with Access Bank



There is an exciting career opportunity available at Access Bank for a self-motivated individual with outstanding integrity, a good track record of performance, excellent oral and written communication as well as strong interpersonal skills. As part of its growth strategy, the bank is looking for an experienced candidate with suitable technical competencies to take up the following opportunity:

Head – Human Resources

To act as a trusted advisor to the organisation and optimise individual and organisational effectiveness. The successful incumbent is responsible for the overall managing of the HR function in country in line with the business strategy as well as positioning the organization in being an employer of choice

Key Responsibilities

- ◆ Provide HR leadership in line with group goals
- ◆ Translate actions in strategic competency plan for the group to the business units (entrenching the Access way)
- ◆ Identify resource demand and gaps (manning) within the business entity
- ◆ Deploy and communicates the Bank's approved recruitment strategy
- ◆ Support line managers on ways to improve performance and provide inputs in conjunction Group Performance & Rewards on decision making
- ◆ Provide feedback to Group L&D on learning impact issues and surveys within business entity
- ◆ Conduct compensation surveys to ensure the Bank is at 80th percentile in the industry
- ◆ Deploy the approved compensation & reward model to the business entity
- ◆ Implement succession planning across the domestic entity
- ◆ Implement actions based on improvement areas identified in employee surveys
- ◆ Communicates labour laws and regulations on business entity level to employees
- ◆ Implement the approved HSE within business entity
- ◆ Coordinate staff appraisals within the domestic entity
- ◆ Manages employee dialogue through periodic surveys and provide feedback to executive management for decision making
- ◆ Any other task assigned by Country MD

Key Requirements for this role

- ◆ HR strategy articulation and implementation
- ◆ Manpower sourcing, recruitment and placement,
- ◆ Learning and development,
- ◆ Performance management, and career management,
- ◆ Reward, recognition, retention and exit management
- ◆ problem-solving skills.
- ◆ Analytical mindset.
- ◆ Exceptional interpersonal skills.
- ◆ Excellent written and verbal communication skills

Additional Advantageous requirements

- ◆ A good first degree in any discipline. Relevant Masters' degree will be an advantage
- ◆ Any professional certification such as CIPD, SHRM, Certifications, etc.
- ◆ Minimum of 10 years post qualification experience in Human Resource Management within the Financial Services Industry, of which at least 5 must have been in the Banking Sector and 4 years must have been at management level

Access Bank (Plc) Botswana provides a competitive package and will offer the successful candidate a salary commensurate with the person's qualifications and experience.

If you believe you are the right candidate for this position, please send your application, cover letter, detailed curriculum vitae, certified copies of academic certificates, Omang and contacts of three referees to **botswana-careers@accessbankplc.com**

To be considered, your application must be received by **19th October 2022**. Only short listed candidates will be contacted.