

VACANCY FOR:

# People Strategy Manager

JOB TITLE

People Strategy Manager

REPORTS TO:

Head, People

JOB  
DESCRIPTION

Provide support in driving key aspects of the people strategy function, including but not limited to: competency management, performance management, compensation & benefits, learning & development, and culture & values



## RESPONSIBILITIES

The resource person will be tasked with the following responsibilities:

1. Support the Head, People in the implementation of all five (5) pillars of InfraCredit's People Strategy, achieving progress in accordance with clear objectives and timelines.
2. Drive implementation of the Competency Management pillar by reviewing and updating existing framework and Skills Matrix, then extending the Skills Matrix and Career Management Plan across all function within InfraCredit.
3. Support the Performance Management pillar by working with the Head, People and COO to improve the standard bases of performance assessment, emphasising achievement of well-defined outcomes and adherence to the Company's values.

4. Support the Compensation & Benefits pillar by taking inputs from the Remuneration Survey, EXCO guidance and best practice to appropriately link Duties, Performance and Rewards.
5. Cultivate awareness and pride in InfraCredit's Culture & Values by organising activities, preparing materials, establishing recognition programmes, etc. which ensure that the organisation and its personnel truly imbibe and reflect the firm's core values and vision.
6. Support the Learning & Development pillar by embedding L&D plans in the Competency Framework for each functional area of InfraCredit, coordinating with the Learning & Development Manager and IT team to ensure implementable training plans are in place for individuals and departments.
7. Collaborate with the Knowledge Management team to develop Knowledge Exchange Framework in order to promote interactions, knowledge transfer and knowledge sharing under the Learning & Development pillar.
8. Report on organisation-wide review of standard operating procedures, documenting gaps and work with the Head of People, COO, Internal Control and the Learning & Development Manager to coordinate upgrades and well-tailored training programmes to improve staff efficiency and minimise operational risk.
9. Proactively leverage technology to improve efficiency and sustainability of all aspects of the People Strategy.
10. Provide detailed reports for Head People, EXCO and the Board on all areas of People Strategy progress.
11. The resource personnel will report directly to the Head, People and all activities will be coordinated with the Head, People to ensure alignment with corporate strategy.
12. All other tasks as delegated by the Head, People.



## QUALIFICATION AND EXPERIENCE

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1. Minimum seven (7) years experience, with 3-5 years experience in a similar role
2. Graduate degree qualification from a reputable university
3. Relevant professional qualifications e.g. CIPM, CIPD, PHRi, SHRM; would be an added advantage
4. Strong alignment with InfraCredit's core value system - Innovation, Passion, Integrity, Collaboration and Impact.
5. Knowledge of Nigeria labour laws and regulations as well as labour practices within the Nigerian financial services industry.
6. Experience in developing and implementing People strategy and talent management initiatives
7. Experience driving change management
8. Self-starter, with high standard of excellence and proactive approach to problem solving
9. Professional, enthusiastic attitude, team player
10. Excellent organizational skills and the ability to work effectively in a fast-paced environment
11. Good communication skills, with an ability to engage effectively across all business functions.
12. Proficient use of MS Office Suite, including Word, Excel, Power Point, etc.



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