

FOCUS MEDIA NETWORK

iMediaHouse

Combining Venture Capital and Entrepreneurs

Listed on the Stock Exchange of Hong Kong • Stock Code: 8112

Director, Group Human Resources

Vision: To be the preeminent digital Out-of-Home (“OOH”) media solutions provider in the Asia Pacific region.

Mission: To bring pioneering advertising solutions to the digital OOH medium and to build one of the largest digital OOH media networks by attracting the highest caliber people and partners in the media industry.

Founded in April 2004, the largest digital Out-of-Home media company in Hong Kong/Singapore by the number of venues in which we deploy our digital flat-panel displays, at the elevator lobbies of office buildings & shopping malls and residential buildings, reaching business executives and affluent consumers in a captive environment. Operates the digital In-store media networks for Mannings health & beauty chain-stores in Hong Kong and Watsons personal care chain-stores in Singapore. Manages media sales across a network of building-wall billboards and MTR underground interchange subways in Hong Kong. Represents media sales for Youku Tudou Inc. (NYSE:YOKU) in regions outside of China.

Major Responsibilities:

- Work as a business partner to senior Management at both group and country levels on manpower issues and major HR initiatives to meet the business goals;
- Engage in manpower planning and organization design to optimize manpower resources to cope with the changing business needs;
- Work with the senior Management to support major tasks include identifying appropriate recruitment channels, performing market analysis on compensation package so as to develop the appropriate offer to key positions as well as training;
- Give advice to senior Management in respect of cost-saving, efficiency and effectiveness through review of policies & procedures and new system implementations;
- Oversee the full function HR services such as compensation & benefits, policy and procedures, performance management and training & development;
- Drive and integrate performance management, talent management, staff engagement, employee development, and change programs into the business;
- Offer efficient staffing and resourcing services in areas such as internal recruitment, promotion, termination, inter-group transfer, secondment, and short term assignments;
- Provide guidance and advice to senior Management on performance and attendance related issues; disciplinary, grievance and other disputes, ensuring appropriate advice and due process is followed;
- Assist with the senior Management of headcount and budget to ensure they are aligned to annual budgeting and relevant business strategy;
- Compile management reports and statistical analysis to the Board of Director of the company.

Requirements

To be successful for this role you will have possessd the following attributes:

- Bachelor degree or above 10 years' HR generalist experience with at least 5 years in managerial role in sizable companies;
- Regional exposure in Hong Kong and Singapore is essential;
- Knowledge of labor laws and HR practices in Hong Kong and Singapore regions;
- Proven expertise in overseas recruitment;
- Demonstrated capability as a business partner to work with senior Management at regional and country levels;
- Involved in organizational changes and multifarious HR projects with substantial business impact;
- Well-developed organizational skills in order to juggle multiple tasks at one time;
- Excellent interpersonal, influencing and communication skills (in both Chinese and English) to interface with managers and colleagues at all levels across businesses and the regions;
- Ability to exercise common sense, judgment, discretion and tactfully handle sensitive and confidential issues;
- Ability to work under high pressure and to operate independently in a complex and matrix structure;
- Strong time management skills, drive and commitment and high adaptability to a dynamic and fast-paced environment.

Are you seeking for new and exciting opportunities to further capitalize on your talents, acquire new skills and do what you really love? If you are seeking for challenges, desire to create history and pursue your entrepreneurial calling, please drop us a line at enquires@focusmedia.com.

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