



Passion to
innovate

Power to
change

Bayer is a global enterprise with core competencies in the Life Science fields of health care and agriculture. As an innovation company, it sets trends in research-intensive areas. Bayer's products and services are designed to benefit people and improve their quality of life. Optional local country text part local optional country text part optional local country text part local country text part optional country part. At Bayer you have the opportunity to be part of a culture where we value the passion of our employees to innovate and give them the power to change.

HR Business Partner (Healthcare Businesses)

YOUR TASKS AND RESPONSIBILITIES

HR Business Partnering

- Act as HR consultant, change agent and implementation advisor; be familiar with the strategic plans of PH/AH/CH Thailand and help managers to translate strategy into practice.
- Provide HR perspectives on PH/CH/AH Thailand strategies; consult with line management on HR implications of those strategies.
- Proactively partner in sub-regional/, regional projects with Center of Expertise, to create innovative HR solutions for stakeholders.
- Proactively partner with the Managers to continuously improve the overall organizational efficiency, develop and maintain a performance and innovation-driven business culture
- Responsible for executing global Talent Management activities/agenda across business divisions in Thailand.
- Formulate the talent direction/agenda across the Thailand as per the guidance of regional and lead the execution of a broad range of talent management activities/initiatives including country level coordination of talent reviews and assessment processes (e.g. FLDC, etc), supports succession planning and coaching people leaders as part of a holistic talent management approach.
- Lead & consult on development plans and activities for key talents.
- Support the implementation of regional & global initiatives including Talent Acquisition, Talent Development, Performance Management, Total Rewards and other HR corporate initiatives.
- Launch and participate in Employee Engagement measurement programs and champion the cause of employee engagement as a measure of leadership.
- Conduct front end needs analysis with hiring managers based on business strategy and organizational needs; consult with business on design of organizational structure based on the strategic and business needs.
- Map internal and external talents to create leadership pipeline to fill important & critical positions.
- Manage internal and external channels for finding the appropriate talent for the identified position.
- Coordinate with HROP to provide Business Support
- Coordinate with HROP to provide support on key processes including Talent Acquisition, Total Rewards (MI and STI processes), Performance Management, HR Analytics and reporting.

WHO YOU ARE

- Preferably post graduate degree our equivalent, especially with a focus on Human Resources
- English language should be fluent both in the spoken and written form
- Knowledge about the local legal employment conditions and those of the Sub Group, Service Company or Group Platform organization.
- At least 5 years of related experience in working across the core HR functions with specific experience in one expert HR field.
- Ability to collaborate in the Bayer HR business model: Shared Service Center, Business Partner, Center of Expertise.
- Professional leadership experience.
- Communications strategy and messaging skills with the ability to build long term partnerships with internal management & staff, including the various relevant representatives of workers groups and external stakeholders.
- Experienced in multidisciplinary project and corresponding change management.
- Capability to work in a multicultural environment an advantage
- Good understanding of financial impacts derived from HR decisions and policies.
- General business acumen.
- Take a strong stand with management if required.
- Strong networker, especially within the HR function, with the ability to share and interact with the regional and global HR BPs.

Contact us

Phone: +66 2 232 7011

Email: hr-thailand@bayer.com

HOW TO APPLY

Interested candidate please submit CV in English format to

hr-thailand@bayer.com

 Science for a **better life**