

CAREER OPPORTUNITY

Chief Human Resources Officer

(Ref: CHRO/25/006)

Air Mauritius Ltd, the national carrier of Mauritius, is seeking to recruit a dynamic and highly motivated candidate to fill in the position of Chief Human Resources Officer. If you feel you have the right profile, it is an opportunity now to start a challenging career and become part of a dedicated and professional team.

JOB PROFILE:

The Chief Human Resources Officer will report to the Chief Executive Officer and will be responsible to lead and manage the administration and human resources functions and play a key role in developing and driving change management strategies and programs in the Company, particularly in the Human Resources arena.

The duties and responsibilities will include the following inter-alia:

- Provide all central Human Resources services required by the Company both in Mauritius and its outstations worldwide. Oversee the proper functioning of human resources personnel devolved into various operational areas in Mauritius and its Outstations worldwide.
- Support the Company's operations in Mauritius and its outstations worldwide by providing improved and modern systems and methods conducive to efficiency and effective improvement; in this respect create a specialised unit to constantly review methods and organisation of work.
- Provide business support and leadership in the development of effective industrial relations, including the successful negotiation of Union Agreements in the interests of all related parties.
- Lead the development of policies and long term strategies to continuously improve the organisation's record in business, health, safety and environmental performance.
- Monitor the requirements for all central administration of the Company and ensure the proper management and functioning of all services under the responsibility of the central administration unit.
- Drive organisational design process creating career paths to retain talents.
- Develop, and/or improve and implement forward-looking performance management systems for all employees.
- Develop, improve and implement performance linked remuneration models for the Company.
- Drive regular HR planning exercises and ensure the adequacy and alignment of employees, in terms of numbers and quantity, in line with the strategic imperatives of the Company.
- Recruit, retain and motivate employees for optimum performance notwithstanding doing away with the services of those non-performing employees.
- Participate and contribute to the Management's Strategic Team and assist in developing appropriate growth strategies in line with the Company's objectives in Mauritius and worldwide.
- Assist or be part of the core team to meet the objectives of the Company in non-HR related matters.
- Continuously ensure that Key HR performance drivers contribute to improve organisational results. Develop quarterly HR performance reports and dashboards for Board and monthly for managerial action.
- Develop proper governance systems to ensure compliance with business processes and best practice standards.
- Increase employee engagement and retention index through best HR practices and models.

PREREQUISITES:

- Degree in Human Resources, Business Studies, Industrial Psychology or any Management related field from a recognised university/institution accepted by Air Mauritius
- Minimum of 15 years working experience in the field of Human Resources, out of which 8 years in a Senior managerial position

Note 1:

Knowledge and experience in dealing with Unions will be an advantage.

OTHER REQUIREMENTS:

- Ability to integrate business strategies with HR strategies
- Ability to understand and support airport operations
- Excellent leadership, communication and interpersonal skills
- Proven successful experience in motivation techniques and employee relations
- Good knowledge of Labour Laws and Industrial Relations Legislation

APPLICATION PROCEDURE

Interested candidates meeting the requirements are invited to send their application by registered post together with the following documents:-

1. Motivation letter
2. Resume/ CV
3. A photocopy of National Identity Card
4. Copy of educational certificates
5. Documentary evidence relating to work experience

Deadline for submission: Monday 21 April 2025 at 16h00 local Mauritius time (equivalent to 12h00 UTC)

Applications should be addressed to:

Head of Human Resources
Talent Acquisition Section
Air Mauritius Ltd
16th Floor, Air Mauritius Centre
President John Kennedy Street, Port-Louis
Mauritius

Note 2:

- Job Reference "Ref: CHRO/25/006" should be specified on the envelope.
- Eligible Candidates will be required to submit a certificate of character as per the Company Policy.
- Applications received incomplete or after the closing date will not be considered.
- Canvassing in any form will entail disqualification from the selection process.
- Applicants should be Mauritian Nationals and able to live and work in Mauritius.

The Company reserves the right:

- to call only the best qualified candidates for the selection exercise/s which may involve aptitude/situational test, presentations/ interviews or any other assessment tools.
- not to make any appointment following this advertisement.
- to offer the best suited candidate initially employment on a contractual basis of four years with possibility of renewal subject to performance and organisational requirements.