

CARE CHANGES
EVERYTHING.

Beiersdorf

HOME OF



Eucerin

Hansaplast

LA PRAIRIE
SWITZERLAND

CHANTECAILLE

HUMAN RESOURCES DIRECTOR, CEWA

At Beiersdorf, we want to help people feel good about their skin – and our commitment goes far beyond caring for skin. For 140 years, we have developed innovative skin and body care products for well-known brands such as NIVEA, Eucerin, La Prairie, Hansaplast, and Labello. We act according to our purpose, WE CARE BEYOND SKIN, and take responsibility for our consumers, our employees, the environment and society.

Behind every brand, every product and every accomplishment are our more than 20,000 employees. It is for them that we live a culture of inclusion, respect and trust that is strongly aligned with our values CARE, COURAGE, SIMPLICITY and TRUST. We embrace diversity by valuing the uniqueness of each individual and being committed to equal opportunities for all.

ROLE PURPOSE

- Proactive management and steering of all people related matters of our CEWA (Central, East & West Africa) unit, giving guidance to Country Units & Functional teams (including Supply Chain & Production Centres) in accordance with internal and external standards, regulations and guidelines.
- Contribute to a best-in-class future ready HR organization.

YOUR TASKS

- As a member of the CEWA Leadership team, participate in the development of the overall business strategy.
- Work in close collaboration with the Regional and AME Cluster HR teams to implement the HR frameworks, tools and processes in compliance with global HR frameworks, tools and processes.
- Develop the CEWA people agenda focusing on building capabilities, drive cultural change and strengthen our talent pipeline.
- Play a key role in driving organization changes in line with the business strategy. The incumbent should have proven experience in organizational design and strong change management capabilities.
- Drive the Potential & Development process and ensure high quality of and implementation of development and succession plans and strategies to strengthen local talent pipeline.
- Identify the best channels, tools and further improve the recruitment process to identify best fitting candidates. Build internal and external talent pools to reduce time to fill.
- Define and implement Rewards & Recognition strategy to ensure competitive pay/benefits in each of our CUs. Handle expat cases through close collaboration with HR in the home countries and Global Mobility Centre.
- Guiding, motivating and developing the CEWA HR team and by extension the AME HR team staff.
- Handle employee grievances and any employee relations matters.
- Act as first point of contact for all HR related questions for all HR team members & the Leadership Team.

ADDITIONAL INFORMATION

We embrace Diversity and Inclusion and are committed to providing equal opportunities to all of our applicants – regardless of race, gender, age, religion and beliefs, sexual orientation and gender identity, disability, cultural, ethnic or national origins. We would therefore kindly ask you to include only information and data in your documents which are relevant for the assessment of your application (e.g. curriculum vitae, salary expectations, relevant references and certificates) and encourage you to upload your CV without a picture.

Have a look at our benefits: [What we offer – Our Benefits | Beiersdorf](#)

JOB DETAILS

Contract Type: Unlimited / Full-Time
Country / City: Nigeria / Lagos
Company: Beiersdorf East Africa Limited
Job ID: 15664