



Head of Human Resources

Company: First Ally Trust Microfinance Bank

Experience Level: 8 - 10 years

Location: Lagos

About the Role

The Head of Human Resources will lead the development and execution of human resource strategy in support of the overall business plan and strategic direction of the organization. This includes areas such as talent acquisition, organizational development, performance management, succession planning, compensation and benefits, employee relations, compliance, and HR technology.

The role is both strategic and operational, serving as a key advisor to senior leadership and a champion for company culture, diversity, and employee engagement.

Key Responsibilities

Strategic Leadership

- Develop and implement HR strategies aligned with the company's mission, vision, and long-term objectives.
- Serve as a strategic advisor to the executive team on human capital matters.
- Lead initiatives to shape a high-performance culture and foster employee engagement.

Talent Management

- Oversee workforce planning, talent acquisition, onboarding, and retention strategies.
- Champion diversity, equity, and inclusion efforts.
- Manage leadership development, succession planning, and internal mobility.

Employee Relations & Culture

- Promote a positive work environment by developing programs that support employee well-being and professional growth.
- Lead conflict resolution efforts and foster open communication across departments.
- Oversee employee feedback mechanisms such as surveys and pulse checks.

Compensation & Benefits

- Design and manage competitive compensation structures and employee benefit programs.
- Ensure consistent benchmarking and regulatory compliance.



Compliance & Risk Management

- Ensure compliance with labour laws and employment regulations across all operating regions.
- Mitigate organizational risks through policies, procedures, and robust documentation.

HR Operations & Technology

- Optimize HR systems and processes for efficiency and effectiveness.
- Analyse HR metrics and provide actionable insights to leadership.

Team Leadership

- Build and lead a high-performing HR team.
- Provide mentorship and professional development to HR personnel.

Requirements

Qualifications:

- Bachelor's degree in human resources, business administration, or a related field (master's degree or MBA preferred).
- Minimum of 8 years of progressive HR experience, with at least 5 years in a senior leadership role.
- Professional HR certifications such as CIPM or PHRI are a strong advantage.
- Demonstrated experience leading strategic HR initiatives in a fast-paced environment.

Key Skills & Competencies

- Strong business acumen with the ability to align HR strategy with organizational goals.
- Exceptional interpersonal and communication skills.
- Deep understanding of HR laws, regulations, and best practices.
- Analytical mindset with the ability to interpret data and drive decisions.