



Job Description

9th Floor Tanzanite Park, Victoria, Dar es Salaam, Tanzania | +255 758 778 886 | info@empower.co.tz

Job Title Country People Lead	Job Location Dar es Salaam	Category -
Job Type Full Time	Job level Director / CXO	Industry FMCG, Retail & Wholesale
Open to Expatriates Only Open to Tanzanian Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry FMCG, Retail & Wholesale: 10 Years
Secondary Industry -	Primary Category -	Secondary Category -
Certificate -	Qualification -	

Summary

The Country People Lead will provide strategic leadership for the overall People/HR function in Tanzania and act as a key strategic business partner to the leadership team. The role will ensure that people strategies, organizational capability, talent, culture, performance, and workforce planning are aligned with the commercial objectives of the business.

The successful candidate will be a strategic HR leader who can operate effectively within a matrix organization, engage senior stakeholders, manage people budgets, and use data and insights to support workforce decisions. The role requires experience in a large and complex organization combined with the ability to operate effectively in a smaller, commercially driven environment.

Responsibilities

- Lead the overall People/HR function for the Tanzania business
- Develop and implement the country People strategy in alignment with business and commercial objectives
- Act as a strategic business partner to the Country Leadership Team and senior stakeholders
- Provide strategic advice on workforce planning, organizational design, talent, culture, and people development
- Lead talent acquisition, succession planning, and talent management initiatives
- Develop and implement strategies for employee engagement, retention, and organizational culture
- Lead performance management and organizational capability development
- Develop leadership and employee development initiatives
- Manage the People/HR budget and ensure effective allocation of resources
- Use HR data, analytics, and workforce insights to support business decisions
- Partner with business leaders to identify organizational and workforce priorities
- Ensure effective implementation of people policies, processes, and governance
- Work effectively within a matrix organization and collaborate with regional/global HR teams
- Lead organizational change and transformation initiatives where required
- Ensure compliance with applicable employment legislation and company policies
- Build a strong People function that supports both employee experience and commercial performance
- Provide regular people-related insights, reports, and recommendations to senior management

Education & Qualifications

- Bachelor's degree in Human Resources, Business Administration, Organizational Psychology, or a related field
- Master's degree in Human Resources, Business Administration, or a related discipline is an advantage
- Professional HR qualification such as CIPD, SHRM, or equivalent is advantageous

Requirements

- Significant experience in senior HR/People leadership roles
- Proven experience leading a country or significant business-unit HR function
- Strong experience as a strategic HR Business Partner to senior leadership
- Experience across talent, culture, organizational development, performance management, and workforce planning
- Proven experience managing HR/People budgets and using data to support workforce decisions
- Experience working within a matrix or multinational organization is important
- Experience in a large and complex organization is required
- Experience operating within a smaller, commercially driven business environment is highly desirable
- Demonstrated experience influencing senior leadership and managing complex stakeholders
- Strong knowledge of employment practices and HR governance in Tanzania

Characteristics

- Strategic and commercially minded
- Strong business acumen
- Highly credible and confident at senior leadership level
- Strong influencing and stakeholder management skills
- Data-driven and analytical
- Excellent people leadership capability
- Strong change and transformation mindset
- Pragmatic and solutions-oriented
- Able to balance strategic priorities with business realities
- Comfortable operating in a matrix environment
- High level of integrity and professionalism
- Strong communication and relationship-building skills
- Forward-thinking and capable of building long-term organizational capability

Driving Licence

Not Required

To Apply for This Job [Click Here](#)