



Job Description

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Job Title Human Resources Manager	Job Location Dar es Salaam	Category -
Job Type Full Time	Job level Manager	Industry Telecom Services & Equipment
Open to Expatriates Only Open to Tanzanian Nationals		

Minimum Requirements

Min Budget -	Max Budget -	Primary Industry Telecom Services & Equipment: 7 Years
Secondary Industry -	Primary Category -	Secondary Category -
Certificate -	Qualification -	

Summary

The Human Resources Manager leads the people agenda by developing and implementing HR strategies, building organisational capability and ensuring effective talent, performance, employee relations and compliance practices.

Responsibilities

HR strategy

- Develop HR strategy aligned to business goals.
 - Advise leadership on workforce matters.
 - Drive organisational development and change.
- Result: HR supports business performance and organisational capability.

Talent & performance

- Lead workforce planning.
 - Manage performance management and succession.
 - Coordinate learning and development.
- Result: The organisation attracts, develops and retains high-performing employees

Compliance & employee relations

- Ensure labour law compliance.
 - Manage employee relations and grievances.
 - Provide HR reporting and analytics.
- Result: HR operations remain compliant, efficient and data-driven.

Education & Qualifications

- Bachelor's degree in Human Resources, Business Administration or related field.
- Master's degree is an advantage.

Requirements

- 7–10 years of HR management experience.
- Experience in engineering, construction or project environments is an advantage.

Characteristics

Technical Skills

- HRIS
- Performance management
- Labour law
- Payroll oversight
- HR Strategy

Personal Behaviours

- Strategic leadership
- Decision making
- Innovation
- Quality oriented
- Results oriented
- Communication

Reporting To

Internal / External Contacts

Management, employees, regulators and external service providers.

Driving Licence

Not Required

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