

July-2022

Position: Head of Human Resources

Job Description summary

Namene Solar is currently seeking a new, full-time Head of Human Resources to join our fast growing team. This is an exciting opportunity for a passionate Human Resources leader to join an organization impacting people's lives by bringing first-time access to clean, sustainable solar energy to individuals and communities.

The successful candidate will report to the CEO and will be responsible for leading the embedding of the organization culture, with the mission to champion the company's values through strong leadership and inspirational behavior.

Location

Flexible, with a preference (in alphabetical order) for Kenya, Namibia, South Africa, the UK or Zambia.

Role and responsibilities

- Strengthen and drive the culture of Diversity, Equity and Inclusion (DEI) throughout the organisation
- Develop and improve Human resources programs and initiatives and insure their effective implementation across the company.
- Scale training capacity to support the growth and onboard local teams seamlessly
- Review and ensure consistency of Human Resources policies within the different subsidiaries
- Provide support to the company managers regarding staff management and development
- Identify talents and reinforce development and retention initiatives, through coaching, mentoring and training.
- Grow HR team and provide professional leadership, support and development to HR staff, in order to increase knowledge and share best HR practice.
- Provide reports and advice to senior management on all areas of HR

Skills, Experience and qualifications

General skills:

- Proven leadership experience in managing departments and team, with the ability to develop and nurture relationships across departments.
- Excellent knowledge of HR practices, employment regulations, professional standards, policies, procedures and legislation.

- Working knowledge of all HR departmental areas, including development of company culture, reward and recognition, welfare, learning and development, and HR systems.
- Experience in determining, measuring and analysing and reporting relevant KPIs for incentive schemes and staff development.
- Ability and confidence to provide sound professional advice to staff, including senior management.

Additional skills:

- Excellent written and spoken communication skills in English.
- Inspiring role model who encourages collaboration.
- Superior interpersonal skills with positive mindset and approachable personality.
- Experience with online management tools such as Breathe HR, Monday.com, Asana
- Innovation mindset to solve problems with creative solutions and attention to detail.

Qualifications and Experience:

- A bachelor's degree in Human Resources Management or Psychology,
- Minimum 5 years' experience of working in HR and 3 years' experience in a managerial role, with experience of international environment.
- Some industry-related experience would be a plus

Remuneration

Competitive, based on candidates' experience, skills and location.

Why join the Namene Solar Team?

Namene Solar delivers solar power without limit. We want to bring everyone, everywhere access to clean, modern energy by connecting people to the sun to power their lives.

We know that solar is the right thing for people and for the planet. That's why we are working together as a team to reach our goal of bringing truly sustainable, affordable solar light and power wherever it is needed. At Namene Solar, we are a fast-growing team that takes a collaborative approach to business. We give our team members the opportunity to shine and make their mark both in the company, and the rapidly growing sector.

Company culture

As a remote-first company we work in a trust-based environment that gives our team members flexibility, responsibility and accountability in their work.

We are a supportive and welcoming team that respects each individual's unique skills and experiences and values diversity and inclusivity in our work environment.

Apply now: Closing date - 25th July

Please send your CV and motivation letter to jobs@namenensolar.com with the Subject: [Head of HR]