Senior Human Resources Manager

Atradius

The Atradius Group provides trade credit insurance, surety and collections services worldwide, and has a presence through 160 offices in 52 countries. The products offered by Atradius protect companies around the world against the default risks associated with selling goods and services on credit.

At Atradius, we believe in personal development and the Growth Mindset. Our Culture is based on teamwork, reliable accountability, constantly improving and unrivalled service. Read on more on our Career site: https://careers.atradius.com/en/careers.

Atradius is seeking a **Senior Human Resources Manager – Asia** to lead the HR function across 14 locations in Asia. As part of Atradius' global HR network, the successful candidate will partner closely with regional and country management, providing strategic and practical HR guidance while overseeing recruitment, HR operations and key people processes. The role will drive the implementation of Group HR strategies and initiatives, acting as a key link between Group HR and regional business management to ensure alignment with local business needs. The position reports directly to the Director of Asia, with a functional reporting relationship to the Group Human Resources Director in the Netherlands.

Job Description

This role leads and oversees the end-to-end Human Resources function across Asia, including Japan and the Middle East. As a trusted HR business partner to regional and country management, the role combines strategic HR advice with hands-on execution, driving organisational capability, talent alignment, regional HR policies and daily HR operations.

The ideal candidate is a proactive, hands-on leader with strong execution capabilities and excellent communication skills who can build strong relationships across diverse cultural teams and seamlessly align group HR strategies with regional growth goals.

In this position your key responsibilities will be:

Regional HR Leadership & Business Support

- Lead the HR function across Asia, providing practical HR guidance and support to business and country leaders.
- Drive regional HR priorities in line with business needs, company culture and people objectives.
- Partner with managers and employees to strengthen communication, engagement and effective workplace relationships.

HR Operations & Employee Relations

- Oversee HR operations and the employee lifecycle across Asia & Middle East.
- Advise and support managers on employee relations, performance and organisational changes.
- Oversee payroll coordination, benefits administration, employee records and core HR processes.
- Ensure consistent and effective HR practices across the region.

Talent Acquisition & Workforce Management

- Lead recruitment and ensure consistent hiring practices across the region.
- Manage Employer of Record (EOR) arrangements and service providers across the region.
- Partner with business leaders on workforce needs and recruitment priorities.
- Support workforce planning and retention initiatives across the region.

Compensation, Benefits & Performance

- Oversee regional compensation and benefits frameworks, including salary structures, remuneration and incentive arrangements.
- Lead annual salary reviews, market benchmarking and performance management processes.
- Maintain practical and competitive reward approaches, balancing internal consistency, business needs and local market conditions.

HR Governance, Compliance & Risk

- Maintain group HR policies, governance standards and employment practices in line with local requirements.
- Manage people-related legal, compliance and operational risks across the region.
- Handle complex employee relations matters, workplace investigations and sensitive employment cases as required.

HR Systems, Data & Continuous Improvement

- Improve HR processes, systems and ways of working to enhance efficiency and employee experience.
- Maintain accurate and meaningful HR data and reporting to support workforce planning and management decisions.
- Support HR digitalisation and process improvements across the region.

What qualification should you have?

The ideal candidate will have the following profile:

- 10+ years of progressive HR experience, including regional HR leadership or senior management experience across Asia, preferably with exposure to the Middle East.
- Strong ability to balance strategic HR advice with hands-on operational delivery.
- Excellent communication and interpersonal skills, with strong stakeholder management and business partnering capabilities.
- In-depth knowledge of labour regulations, employment practices and compliance requirements across multiple jurisdictions in Asia & Middle East markets.
- Practical, adaptable and collaborative, with the ability to build effective relationships at all organisational levels.
- Experience with HR systems, preferably Oracle.
- Willingness to travel occasionally for business.
- Fluent in English is a must.

What do we offer?

- A dynamic, international and challenging work environment
- Training and support to reach your full potential including the opportunity for continuous professional development
- Attractive terms and conditions, including competitive salary, pension package and a

range of flexible benefits and rewards
•Challenging tasks with individual development and training opportunities

Equal opportunities for all

The success of our organisation stands with the quality of our people and the ideas they have. Insights and innovative solutions for our customers are the result of an interplay of cultures, knowledge and experience. That is why diversity is extremely important to Atradius. To ensure that all colleagues within Atradius can develop their qualities, we promote an inclusive culture in which everyone feels involved and valued. We encourage and welcome everyone to apply to our positions.
The Company is offering a dynamic working environment. Interested candidates please apply by sending your resume, cover letter by clicking '**APPLY**'. We regret only shortlisted candidates will be contacted.
All information received will be kept in strict confidence and only used for employment-related purposes. A competitive salary will be offered depending on work experience.

I am Atradius! - Do you want to know who we are?

Get to know Atradius colleagues in this video:
https://www.youtube.com/watch?v=NnsgT04OpTU&t=4s

Atradius is a global provider of credit insurance, bond and surety, collections and information services, with a strategic presence in over 50 countries. The products offered by Atradius protect companies around the world against the default risks associated with selling goods and services on credit. Atradius is a member of Grupo Catalana Occidente (GCO.MC), one of the largest insurers in Spain and one of the largest credit insurers in the world.
You can find further information on our website: https://group.atradius.com