

Human Resources Manager

Turquoise Yachts formerly known as Proteksan Turquoise, was established in 1997; 20 megayachts, ranging from 40 to 72 meters, have since been delivered to their owners. The latest launches include 72m award winning Vicky, 70m Talisman C and 55m Ileria. Turquoise Yachts with two state-of-the-art shipyards—in Kocaeli and Pendik, conveniently located on the outskirts of Istanbul— now has combined capabilities for simultaneously building ten megayachts. Additionally Turquoise has now launched a purpose built new floating dock capable of lifting and transporting yachts of up to 2500 tons between the two yards. Along with sophisticated in-house engineering and design teams, Turquoise Yachts specializes in the highest level of skilled joinery carried out by a talented team of artisan craftsmen working with a variety of materials, including wood, stainless steel and leather. Alongside trusted suppliers, Turquoise Yachts have an experienced workforce of around 150 skilled carpenters at disposal. All interiors are fully customized and reflect the level of detailed precision that has become the signature of Turquoise Yachts.

In order to lead and strengthen the team, Turquoise Yacht is in need of **Human Resources Manager**. In compliance with professional and ethical standards of the company, successful candidates will;

- Define all human resources strategy together with the General Manager, in line with the global requirements and local business targets,
- Lead and leverage HR processes within the business (Performance Management, Talent Acquisition, Employee Engagement, Salary Planning/Reward Management, Succession Planning and Talent Management, Training & Development),
- Ensure cross-functional communication within the local organisation and the transfer of learning and best practice sharing within the international HR network,
- Implement and develops the transformation strategy, leads the cultural transformation within the company and have overall ownership for the development / transformation and delivery of HR services to meet business needs
- Lead the talent acquisition, recruiting, hiring practices and procedures to establish superior workforce
- Design, direct and manage a company-wide process of organization development that addresses issues such as succession planning, superior workforce development, key employee retention and engagement, organization design, and change management
- Lead the implementation of the performance management system that includes performance development plans and employee development programs, as well as design and lead company's reward system
- Create a culture of performance and value in human resources
- Establish an in-house employee trainings that addresses company training needs including training needs analysis, new employee orientation, management development, measurement of training impact and training transfer
- Plan and coordinate organization's workforce to best use employees' talents
- Support management by providing human resources advice, counsel, and decisions; analyzing information and applications, act as a business partner and change agent to the General Manager

Requirements:

- Bachelor's degree in business administration, human resources management or equivalent
- 10 – 15 years of HR experience mainly in manufacturing
- Lean production understanding is a plus
- Having experience working in international companies especially in matrix organizations

- Ability to translate business vision into HR vision, objectives and programs
- Training, development, organizational planning, organization development, employee engagement experience is preferred
- Strong analytical and problem solving skills coupled with sound judgement
- Sound communication, coaching, and interpersonal skills with the ability to work effectively with people at all levels of the organization
- Able to energize and inspire others to commit to and take action on business priorities
- Ability to motivate the team towards accurate and timely results through motivation, recognition, performance feedback and empowerment
- An impact player with proven ability to drive change in an effective and participative manner
- Well-developed written and oral communication skills in English

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