



WE ARE LOOKING FOR

HR & Comms AMET Lead, ekaterra, Unilever's Tea Division

POSITION IS NOW OPEN



HR & Comms AMET Lead, ekaterra, Unilever's Tea Division

Work Location: Turkey

Job Type: Contractor (1 year)

About the Tea Business

Unilever is proud of its tea business, the biggest in the world, with world class purpose driven brands such as Lipton, PG tips and Pukka. Recently, Unilever decided to separate the Tea business to ensure it can best achieve its potential and renamed it to ekaterra to facilitate its separation to a standalone entity. **eka** stands for unity and one purpose while **terra** stands for earth and nature. As ekaterra we are united in one purpose: growing a world of wellbeing through the regenerative power of plants.

Unilever is reviewing several options for the separation, including a demerger, an initial public offering, a disposal or through partnership models. Unilever will retain the tea businesses in India, Nepal and Indonesia, and the partnership interests in the ready-to-drink Tea joint ventures.

Present in more than 100 countries, ekaterra generated revenues of €2 billion in 2019. With 13 production factories in 4 continents and tea growing estates in 3 countries, ekaterra is a profitable and growing business offering a world of wellbeing with the regenerative power of plants to hundreds of millions of consumers. As a standalone entity, ekaterra is even better positioned to lead the industry with dedicated focus driving greater growth and value.

Combining the strength and scale of its global iconic brands with speed and agility, ekaterra is brewing a 'corporate start-up' mindset that's opening up new opportunities to flourish every day – both for its business and its people.

At ekaterra, we work alongside people who put consumer love at the heart of every decision. Diverse minds who celebrate new ideas, share our values and the commitment we have for the wellbeing of all. In return, we create an environment that gives our people space and freedom, where they can grow as leaders. A connected community where ideas can thrive. Where you explore new challenges. Learning all you need to master your field, and even more about yourself.

Be part of this amazing blend. Join our collective and help us grow a better world of wellbeing and a better you.

The qualities we look for in you

The Tea business is made up of a special blend of individuals which make our teams exciting and diverse. To be part of our tea family we are looking for individuals who think Green and are environmentally conscious, who

understand the power of simplicity and who are accountable for their actions. We want those who infuse mastery and passion in everything they do to create great products and unforgettable experiences for our consumers.

What's in it for you?

We believe that growth is for everyone, we believe in growing leaders and making space to grow an owner's mentality and like nature we adapt, we change, and we grow. We believe in connections over hierarchies and (work)levels. We have a 'corporate start-up' approach; we act with speed and agility, and we have the strength and scale of a large corporation. We are building a better world of wellbeing and a better you.

Your Role

HR & Comms AMET Lead position is a member of the Ekaterra Project Blossom team and reports to Tea Strategy Director Africa, Middle East and Turkey.

Your Key Tasks

The purpose of this job is to set up the Ekaterra end state HR and Communication operating model within AMET & Turkey region.

Main Responsibilities:

Operations:

- To be a part of the overall HR operations management including governance, policies, and programs, as well as assist on HR diligence and program implementation for divestitures, and outsourcing transactions,
- To support the HR teams in AMET & TR region as being the single point of contact for all relevant HR activities,
- To manage knowledge transfer and capability building upon completion of the project,
- To regularly report, to the relevant HR teams, on project progress, issues, risks, conflicts and changes to plans. Ensuring these project issues, risks, conflicts are dealt with effectively and mitigated appropriately,
- To be responsible for townhalls and external communication parties management, send out relevant information and update letters,
- To partner with Local HR Business Partners to develop specific change plans,

Stakeholder Management and key interfaces

- Flexibility requirements for this role (Working Model):
- This role is a one – year contractor,
- To be fully authorized/empowered about its work and responsibilities,

Skills and Experience

Qualifications:

Minimum 5 years of professional experience in Human Resources, Human Resources Consulting or related area required in FMCG or relevant industries,

- Having achieved successful HR project results in previous roles,
- Gained strong experience in project management,
- Experienced in successfully delivered similar divestiture / separation, and/or acquisition projects in similarly large, complex environments,

Professional Knowledge / Abilities:

- Solid communication and negotiation skills,
- Strong understanding of change management methodologies,
- Analytical thinking, creative problem solving ability,
- Time consciousness, diligence, flexibility and interest to accept more responsibility, able to take initiative and give proper decisions timely
- Strong Powerpoint skills,
- Foreign language knowledge: English.

Preferably:

- Prior consulting experience is a plus,
- Having multicultural environment exposure in a matrix structure,

Who we are looking for

- Being brave and confident in making decisions, having strong action-taking skills and experience,
- Having a strong sense of responsibility and dedication to work,
- High analytical intelligence and organizational awareness,
- High endurance level in problem solving and difficult conditions,
- Having the ability of epagoge, being adept at putting together puzzle pieces,
- Customer-specific business development and creating solutions for problems,
- Having fun while working, enjoying winning,
- Having the ability to work under pressure,
- Having values of honesty, pioneering, responsible growth,
- High passion for growth,
- Strong leadership in crisis management and uncertain environments,
- To display a flexible stance in the face of changing internal and external factors, to adapt the management style to difficult processes,
- To display open and transparent communication and business management.

What we can offer you**The qualities we look for in you**

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