



NEW CAREER OPPORTUNITY

Build your career with Kraken Robotics.
Make a difference to others.

If innovation drives you, and you want a career that makes a difference to the world, helping humanity overcome the challenges in our oceans – safely, efficiently, and sustainably – **then come join us at Kraken Robotics.**

www.krakenrobotics.com

Senior Human Resources Business Partner

Based at Kraken Robotics (Mount Pearl, NL Canada)
Full-Time – Permanent | Job Reference: KRSI-2024-15

ROLES AND RESPONSIBILITIES

A Senior Human Resources Business Partner sets and aligns the global talent strategy with a company's business priorities to drive results, defines and drives the delivery of talent processes and programs, and actively participates in the functional leadership teams as a partner to the business. A Senior HR Business Partner's role includes the following responsibilities:

- Partner with senior leadership to develop and implement effective HR policies and practices that will support the strategic growth of a business.
- Offer thought leadership regarding organizational and people-related strategy and execution.
- Provide timely information and/or education for all levels on HR issues.
- Educate, coach, and partner with managers on performance management and employee development goals.
- Provide HR expertise in the areas of feedback, employee relations, development and coaching, compensation, and organizational development.
- Participate in the continual development of HR programs, such as recruiting, retention, compensation, benefits, and Learning & Development.
- Collaborate with the HR team to champion and accelerate a culture of excellence in which people feel engaged and inspired to deliver top business results.
- Develop people strategies and design approaches for diagnosing and enhancing organizational effectiveness and employee satisfaction.
- Lead core HR processes across products (performance calibration, compensation cycle, promotions).
- Analyze and interpret various types of employee reports (e.g., compensation, job levels, and attrition) to guide decision making and provide proactive solutions to their client group.
- Work on value-added programs in areas of training, development, career mobility, and job performance.

What you will bring to the job:

- University degree or equivalent in a business or human resources, or related field. CPHR designation an asset.
- Successful experience as an HRBP within a complex, multi-location organization.
- Demonstrated experience in the various HR functional areas, especially organization development, change management and employee relations.
- Highly proficiency with technology.
- Interest/experience working with AI and data analytics/metrics to automate processes and improve business operations.

PREFERRED SKILLS

- A capable and empathetic leader able to build strong relationships and work seamlessly across all levels of the organization.
- Demonstrated analytical thinking, problem solving, and decision-making skills. Critical thinker with success in developing innovative solutions to business issues.
- Outstanding interpersonal and communication skills, both verbal and written.
- High integrity/will stop at nothing to safeguard compliance standards and company values.
- Ability to manage multiple, complex issues and prioritize projects concurrently.
- Use knowledge of the business strategy or the ability to probe for required understanding of business strategy/context in order to properly align solutions or problem-solving approaches.
- Make decisions that effectively incorporate global context and support necessary collaboration across the organization and geographical boundaries.

TO APPLY: Email your latest CV, stating job reference **KRSI-2023-15** to: careers@krakenrobotics.com

Why come work at Kraken Robotics...



Want to apply your skills, knowledge and expertise to push the boundaries of underwater intelligence – which help governments defend and make our oceans safe, or ensure critical offshore energy and communications infrastructure is installed and maintained efficiently? If innovation drives you, and you want a career that makes a difference, helping humanity overcome the challenges in our oceans – safely, efficiently, and sustainably – then come join us at Kraken Robotics.

Kraken Robotics offers a unique career opportunity to work with an internationally recognized leader in ocean technology that is harnessing our world class talent to provide superior subsea solutions for global security, environmental, and scientific challenges. Our highly talented team design and manufacture technology platforms for NATO navies and commercial clients throughout the world and provide acoustic 3D Synthetic Aperture Sonar (SAS) data solutions and imaging in the offshore energy sector with increasing focus on offshore renewables.

Kraken offers an attractive and competitive compensation package designed to reward our team for a job well done. With locations around the world, we support remote working packages and encourage professional and cultural collaborations. Kraken is an equal opportunity employer focused on promoting diversity, equity, and inclusion and we value the diversity of our team that contributes to our company growth and development.

To find out more about Kraken Robotics, and discover other exciting career opportunities, visit our website, or follow us on social media:

<https://krakenrobotics.com/about/careers/>

