

FD FINMAK DOO is a leading fintech company in the region, providing a scope of financial services, including short term and personal loans. Based on the proven experience and achievements in the industry with headquarters in Skopje the company aims to offer microfinance services to private individuals with the simplest, quickest and most convenient borrowing process for the customer.

We are looking forward to meeting our future colleague, and we truly believe that you will be a very valuable team member who will bring new professional competencies to our company. Join us as:

HEAD OF HUMAN RESOURCES

- Lead, mentor, and develop a team of 4 HR professionals, fostering a culture of continuous growth and excellence,
- Develop and implement HR strategies, policies, and procedures that align with business objectives and promote a positive work culture,
- Lead and oversee the HR function across the organization, including recruitment, talent management, performance management, employee relations, payroll, compensation and benefits, learning and development and overall HR operations,
- Collaborate with managers to assess talent needs, provide workforce planning, and support talent acquisition, development, and other key HR matters,
- Drive employee engagement initiatives to enhance workplace satisfaction, retention, and organizational culture,
- Collaborate with Group HR and HR teams across Group companies to align HR strategies, processes and projects,
- Ensure full compliance with labor laws, regulations, and company policies,
- Plan the HR budget and ensure effective allocation of resources,
- 3 years of progressive experience in HR leadership roles, preferably in a similar industry/sector,
- Strong knowledge of HR processes, best practices, employment laws and regulations,
- Demonstrated experience in developing and implementing HR strategies and initiatives that drive organizational success,
- Proven track record in talent management, including recruitment, performance management, employee learning and development,
- Excellent leadership and interpersonal skills with the ability to build effective relationships at all levels of the organization,
- Strong analytical and problem-solving abilities.

The company will provide:



**Bi-annual
bonus scheme**



**Private
health insurance**



**Part of the
management team**



**Great team full of
young enthusiasts**



**Top of the line
technology for
professional usage**



The selection will be made in accordance with the conditions and deadlines in the Law on Labour Relations. **FD FINMAK DOO** reserves the right not to select any candidate.

Upon application, the candidate agrees that his/her personal data listed in the CV and cover letter should be stored in the database and processed by **FD FINMAK DOO** within 1 year from the date of expiration of the selection deadline. The candidate has the right at any time to withdraw the given consent for storage and processing of his personal data in accordance with the Law on Personal Data Protection.

The company is committed to creating a diverse environment and is proud to be an equal opportunity employer. Please note that only selected candidates will be further contacted for interview.