
Alliance One Macedonia AD - Kavadarci is a consolidated affiliate of Alliance One International, company for purchase, processing and sale of leaf tobacco, part of Pyxus International corporation with headquarter in North Carolina, USA.

One of the main goals of the company throughout the decades of presence on the Macedonian market is to promote the quality Macedonian Oriental tobacco as a basic and unique ingredient of the world's most famous brands of cigarettes and other tobacco products. Alliance One Macedonia is one of the leading companies for buying and processing oriental tobacco in North Macedonia.

Our company is currently looking for a dedicated and experienced HR Manager to join our team. As an HR Manager, you will play a crucial role in ensuring the smooth functioning of our organization by developing and implementing local HR policies and practices in the key HR areas: strategic planning of the workforce, recruitment and selection, training and development, compensation and benefits, and performance management.

Job Title: **HR Manager**

Responsibilities:

- Develop and implement strategic workforce plans that align with the organization's short-term and long-term goals.
- Implement strategies for talent acquisition, retention, and engagement to ensure a sustainable and skilled workforce.
- Plan and oversee the recruitment and selection process, ensuring compliance with legal requirements and best practices.
- Develop comprehensive and effective training programs aligned with organizational objectives and individual employee development plans.
- Develop competitive compensation and benefits programs that attract and retain top talent.
- Implement performance management systems that align with organizational goals and foster employee development.
- Coordinate activities related to implementation of the corporate policies and local law regulations.
- Support the implementation of Health and Safety policies and regulations.

Requirements:

- Bachelor's degree in Human Resources, Business administration or a related field.
- Excellent knowledge of English language.
- Competency in Microsoft applications including Excel, PowerPoint, Word and Outlook.
- Proven experience as an HR Manager or in a similar HR leadership role.
- Strong knowledge of HR best practices, employment laws and regulations.

According to the law on personal data protection, we guarantee that we will use your personal data only for the purpose of the recruitment process and will be treated with utmost confidentiality.

With your application, you agree to the processing of your personal data.



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Preferred skills:

- Ability to build strong relationships and collaborate effectively with employees at all levels
- Strong organizational and time management skills
- Excellent communication and interpersonal skills
- Strong problem-solving and decision-making abilities, with a proactive and solution-oriented approach.
- Strategic Thinking
- Business acumen
- Resilience

If you are a motivated and detail-oriented HR professional who is passionate about ensuring employee well-being and maintaining compliance, we invite you to join our dynamic team. Please submit your resume, along with a cover letter highlighting your relevant experience and why you are interested in this role by email to aoimk@aointl.com.

We look forward to reviewing your application and considering you for this exciting opportunity. Only candidates who meet the above conditions will be contacted for further selection procedure.

The application deadline is 06/08/2023 at the latest.

Alliance One Macedonia strives to change people's lives and we believe that together we can create much better world. This goal can only be achieved with the right people and the right team, through working together and building team spirit.

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