



The **bigger** the challenge  
the bigger the **opportunity**

What impact will you make?  
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**Deloitte Yousuf Adil** is member of Deloitte Touché Tohmatsu Limited (DTTL), one of the largest professional services organizations in the world, with a workforce of 264,000 people in more than 150 countries. The firm was established in 1972 and it has become one of the leading professional services firms in Pakistan. The firm is providing services to over 500 clients including both multinational and local companies.

### Our Purpose

Every day we challenge ourselves to do what matters most— for clients, for our people, and for society

We serve clients distinctively, bringing innovative insights, solving complex challenges and unlocking sustainable growth

We inspire our talented professionals to deliver outstanding value to clients, providing an exceptional career experience and an inclusive and collaborative culture

We contribute to society, building confidence and trust in the markets, upholding the integrity of organizations and supporting our communities.

Our shared values guide the way we behave to make a positive, enduring impact:

- Integrity
- Outstanding value to markets and clients
- Commitment to each other
- Strength from cultural diversity

## Senior Manager/Manager

### Human Capital

Location: Karachi (Head Office)

#### Engaging tasks await you to

- Execute and manage Annual Practice Review of the Firm
- Lead and manage Talent Practice Standards for the Firm aligned with the global practice standards on various talent processes
- Manage and execute annual Ethics and Climate Surveys, analyze survey results and prepare action plan thereof.
- Work with various office representative on executing Talent engagement initiatives.
- Execute and implement GTS (Global Talent Standards), under the guidance of local and global talent leadership
- Manage Ethics Program in consultation with the local Ethics Officer global Ethics team.
- Conduct talent onboarding sessions on Ethics, for new hires and as refresher learning.
- Execute HR Process Automation and HR Facilitation plan
- Oversee and priorities talent priorities and articulating plan into actionable deliverables with clear timelines.
- Promote equality and keep tracking of diversity as part of the culture of the firm.
- Manage global taxonomy (One People Master) data and report to the global office on regular basis.

#### Leadership capabilities

- Inspires others to raise the bar and deliver outstanding value to our clients, colleagues and communities
- Coaches and empowers team members to stretch their capabilities and ensures they have access to the right resources, within and across businesses and borders, to deliver results
- Clearly communicates direction to team in line with overall Global, Business and Member Firm strategies
- Provides timely recognition and feedback, while holding people and teams accountable for results
- Drives continuous improvement by identifying and implementing leading practices

#### You possess following skills and experience

- Master's degree in Human Resources or related field from a reputable local or international university
- For Senior Manager : At least 8-10 years hands on experience working with HR leadership on talent engagement, culture, KPI's, brand eminence activities etc.
- For Manager : At least 6-8 years hands on experience working with HR leadership on talent engagement, culture, brand eminence activities etc.
- Familiar with standard methods and tools (e.g. Excel, PowerPoint, Publisher, Word, etc.); selects and applies appropriate methods to carry out work assigned and document work performed
- Excellent communication, written, and interpersonal skills
- Excellent team player with approach to collaborate and engage

#### Technical & Professional capabilities

- Develops new ideas that challenge conventional thinking and recognizes opportunities where others may not
- Takes control of challenging situations and diffuses escalated situations calmly by controlling own emotions and recognizing emotions in others
- Conducts interviews with executive-level stakeholders, and probes on critical areas confidently and in a professional manner
- Understands Deloitte's unique value proposition and serves as a brand ambassador both within and outside the Firm
- Establishes relationships with internal and external thought leaders and leverages opportunities to share expertise with others

#### Get in touch

**Apply in confidence** by sharing your updated profile to [pkhumancapital@deloitte.com](mailto:pkhumancapital@deloitte.com) with "Manager/Senior Manager — Human Capital" in subject line.

We will be happy to welcome your queries at: **+92 (21) 3454 6494—7 Ext. 409**

**Deloitte Yousuf Adil, Chartered Accountants is an equal opportunity employer.**