

# HR Business Partner

## About DHI

DHI is a global and independent company dedicated to working on challenges within the fields of water and environment and sustainability. Within these fields, we provide a wide range of advisory, digital advisory, research and water governance services as well as providing leading edge MIKE technologies and products to the market. At DHI, we are constantly looking for passionate and talented people who are eager to join our team.

By joining DHI, you will not only become part of a dynamic and collaborative global team of experts; you will be empowered to innovate, engage and grow in your area of expertise. DHI is committed to disseminate our knowledge effectively and across our worldwide network of offices.

## Purpose of the role

The HR Business Partner is responsible for delivering hands-on HR support and guidance to leaders and employees within the country, ensuring the effective implementation of HR policies, processes, and programs. This role focuses on operational HR activities at the country level, providing a foundation for progression to regional and global HR responsibilities.

Administrative and transactional standardised HR tasks are managed by the HR Excellence Center in SuccessFactors and are not part of this role.

## Responsibilities and challenges

### HR Business Partnering:

- Serve as the primary HR partner for the local leaders, providing guidance on day-to-day HR matters, team effectiveness, and organisational changes.
- Advice on performance management, employee relations, and conflict resolution, ensuring fair and consistent application of HR policies.
- Support leaders in fostering an inclusive, engaging, and high-performance work environment.

### People operations (excluding administrative, standardised tasks):

- Oversee local implementation of HR programs such as recruitment, onboarding, talent development, and offboarding, in partnership with the global HR Excellence Center.
- Ensure compliance with local labor laws and regulations, working closely with legal advisors as needed.
- Support compensation and benefits processes by providing local insights and guidance, while transactional activities are managed centrally.

### Employee engagement and culture

- Promote DHI's values and culture at the country level, partnering with leaders to drive employee engagement initiatives.
- Support the delivery and follow-up of employee engagement surveys, translating feedback into actionable plans.
- Champion Diversity, Equity & Inclusion within the country.

### Change enablement

- Support organisational changes, restructures, and transitions at the country level, applying change management principles to ensure smooth implementation and employee alignment.
- Communicate HR changes and initiatives effectively to employees and managers.

### Workforce planning and talent enablement

- Partner with local leaders to identify skills gaps, support workforce planning, and enable career development pathways.
- Contribute to succession planning by identifying and supporting emerging talent at the country level

### Data-driven HR

- Leverage HR data and analytics to identify trends, risks, and opportunities, supporting evidence-based decision-making.
- Monitor and report key country HR metrics to regional and global HR teams.

### Cross-functional collaboration

- Coordinate with Finance, Legal, IT, and other enabling functions to ensure cohesive HR service delivery at the country level.

- Act as the HR representative in local leadership forums and cross-functional projects.

#### **Business impact**

- Delivers efficient, compliant and people-centric HR practices that enable business continuity and growth at the country level.
- Ensures seamless execution of global and regional HR strategies with local relevance and impact.
- Acts as a bridge between strategic HR direction and operational excellence within the country, with a clear path to regional and global HR leadership.

#### **Key stakeholders**

- Employees within the country
- Country Manager and local leaders
- Regional HR Business Partners
- HR Excellence Center
- Finance, Legal, and IT teams
- *Stakeholder management at the country level is foundational for progression to regional and global HR roles.*

#### **Qualifications and personal skills**

- Bachelor's degree in Human Resources, Business Administration, Psychology, or related field.
- 3–5 years of progressive experience in HR (generalist, advisor, or business partner roles).
- Solid understanding of local labor laws, HR policies, and compliance.
- Experience in employee relations, performance management, and HR program delivery.
- Familiarity with recruitment, onboarding, talent development, and compensation practices.

#### **Office location**

You will be located in our office in Kuala Lumpur, Malaysia.

#### **How to apply**

Please submit your application including CV via the relevant job posting on DHI's website:

<http://www.dhigroup.com/careers>

Deadline for application is 30th November 2025.