

APAC HR Business Partner Associate

Location: Manila, Philippines

About Fluence

Fluence, a Siemens and AES company, is the leading global energy storage technology solutions and services company that combines the agility of a fast-growing technology company with the expertise, vision, and financial backing of two industry powerhouses. Building on the pioneering work of AES Energy Storage and Siemens energy storage, Fluence's goal is to create a more sustainable future by transforming the way we power our world. The company offers proven energy storage technology solutions designed to address the diverse needs and challenges of customers in a rapidly transforming energy landscape, providing design, delivery and integration in over 160 countries. Fluence works closely with customers throughout their journey and provides advisory, financing, and project lifecycle services.

Job Description

We are seeking people for our team who thrive in a fast-paced environment, are ready to grow with the company, and willing to demonstrate deep ownership of their work as we continue to build the most resilient, clean, and cost-effective power system.

This position will be responsible for providing a broad spectrum of HR services and support for the APAC region focusing on:

Responsibilities

- HR support for various HR facets in the region such as
- Employee relations
- Employee development
- Organizational effectiveness
- Recruitment
- On-boarding
- Payroll activities
- Benefits Management
- Engagement and Retention activities
- HR Reports and Data Analytics
- Support in HR programs and initiatives

- Build trust and respect of local employees to ensure they can support local employee issues
- Help coordinate and consolidate the annual HR processes including merit review, Performance Management Process and Management Succession & Development for the APAC team
- Work closely with supervisor, peers and HR team members to ensure alignment and consistent application of HR strategies and policies
- Provide HR other HR Admin Support and Service to the APAC Team

Qualifications

- Bachelor's degree required
- 3+ Human Resource Generalist experience
- Experience working in a matrix organization where interaction across functions, regions and business units is key to success
- Proficient with MS Office
- Knowledge with Workday is an advantage
- Strong communication skills
- Demonstrated ability to establish trust and credibility with employees and managers
- Highly organized, flexible, and able to quickly adapt from one situation to the next
- Ability to collaborate across different levels of the hierarchy of the organization
- Ability to interact with corporate functions and navigate in a headquarters environment
- Ability to manage for results with high degree of initiative and speed
- Desirable and Nice to have: Some understanding of various APAC countries local Employment law and market trend

Behaviors and Outlooks

- Willing to exemplify Fluence values of Responsible, Agile, Leading, and Fun.
- A great teammate, always willing to help, and ready to collaborate with others.
- Demonstrated examples of ownership over your work and the ability to influence others.
- Create value through understanding the overall business objectives and willing to be evaluated on your contributions.
- Requires good written and spoken English, additional language skills are a plus.

Qualified candidates are requested to submit a resume and cover letter at careers@fluenceenergy.com for consideration