

**Join Highlands Drinks as a Human Resources Business Partner: Shape the Future of Kenya’s Leading Beverage Company!**

**Location**: Nyeri, Kenya
**Reports To**: Head of People and Culture
**Direct Reports**: None

**Who We Are:**

At **Highlands Drinks**, we’re on a mission to become Kenya’s **#1 beverage company**—and we need bold, innovative, and passionate people to help us get there. Our team is at the heart of everything we do, and we're dedicated to nurturing a workplace where creativity, growth, and collaboration thrive. As a fast-growing, forward-thinking company, we’re proud to offer exciting opportunities for growth and development. **This is your chance to be part of something big!**

**The Role:**

We’re looking for a **Human Resources Business Partner** who will play a strategic role in shaping our HR vision and supporting key business units. You’ll collaborate with leaders to drive people strategies that align with our growth, performance, and employee development goals. This is your opportunity to make a direct impact on the success of Highlands Drinks by building a performance-driven culture and fostering an environment of continuous learning and improvement.

**What You’ll Do:**

* **Human Capital Planning**: Partner with business leaders to forecast workforce needs, develop innovative strategies, and recommend solutions to close gaps.
* **Performance Management**: Implement frameworks that drive accountability, facilitate goal-setting, and foster continuous feedback, helping our employees perform at their best.
* **Talent Acquisition & Development**: Attract top-tier talent, execute impactful onboarding, and oversee training programs that support both individual and business growth.
* **Employee Engagement**: Enhance employee satisfaction through strategies that align with our values and foster an inclusive, engaging, and collaborative workplace.
* **Policy Implementation & Compliance**: Ensure HR policies are applied consistently and monitor compliance with labor laws and internal standards, maintaining a fair and inclusive workplace.

**What We’re Looking For:**

* **Education & Experience**: A Bachelor’s degree in Human Resources or a related field, with at least **5+ years of HR experience**, preferably in a business partnering role. A certification in HR is an added advantage.
* **HR Expertise**: Knowledge of HR processes, systems, and analytics. Strong problem-solving abilities and a knack for managing multiple priorities in a fast-paced environment.
* **Interpersonal & Consulting Skills**: Excellent communication and relationship-building skills. You should be able to engage, advise, and influence leaders and employees at all levels.
* **Passion for People**: A genuine interest in developing people, driving performance, and shaping an inspiring workplace culture.

**Why Highlands Drinks?**

* 🌍 **Be Part of a Growing Industry Leader**: Join a dynamic team at the forefront of the Kenyan beverage industry, shaping our future and driving success.
* 💡 **Innovative Work Environment**: We embrace forward-thinking ideas and value creativity at every level. Your voice and contributions will help us reach new heights.
* 🏆 **Career Growth**: This is more than just a job; it’s an opportunity to **grow** within a company that encourages leadership, development, and continuous improvement.
* 🤝 **A Culture of Collaboration**: At Highlands Drinks, teamwork is our strength. We believe in empowering our people to succeed together.

**Why Nyeri?**

Nyeri is a **gem** nestled in the heart of Kenya's Central Highlands. Known for its **natural beauty**, **cultural richness**, and **adventurous spirit**, it’s the perfect place to live and work. Whether you’re exploring the **Aberdare National Park** or taking in the sights of the **Solio Game Reserve**, Nyeri offers something for everyone—from nature lovers to thrill-seekers.

As the administrative headquarters of **Nyeri County**, this charming town combines the tranquility of rural life with the convenience of a bustling town. It’s an ideal destination for those seeking balance, adventure, and a unique sense of community.

**Are You Ready to Make an Impact?**

If you’re a passionate, forward-thinking HR professional ready to take on a strategic role in a fast-growing company, we want to hear from you! Apply now to join **Highlands Drinks** and help us build a brighter future.

**Excited? Apply today and be part of a dynamic company that’s changing the landscape of the Kenyan beverage industry!**

**📩 Click to Apply** <https://recruitment.highlandske.com/job/human-resource-business-partner>

**📅 Closing Date: 14th January 2025**