

## **Position: Chief Human Resources Officer (CHRO)**

**Organization:** The Premier Bank PLC

**Job Grade:** Executive Vice President (EVP) to Senior Executive Vice President (SEVP)

**Location:** Bangladesh

**Age Limit:** Up to 56 years

**Experience:** Minimum 15 years

### **About The Role**

The Premier Bank PLC., with a strong network of 136 branches and 67 sub-branches across the country, is on a growth trajectory to expand its footprint and services nationwide. As part of its commitment to corporate excellence, financial inclusion, and good governance, the Bank is seeking a highly experienced, strategic, and performance-driven professional for the position of **Chief Human Resources Officer (CHRO)**.

The CHRO will play a critical leadership role in shaping the Bank's human capital strategy, driving organizational transformation, and fostering a high-performance culture aligned with business objectives and regulatory standards.

### **Key Responsibilities**

#### **Strategic HR Leadership**

- Develop and implement a comprehensive HR strategy aligned with the Bank's corporate vision, business goals, and regulatory framework.
- Act as a strategic advisor to the Managing Director & CEO and the Board on human capital planning, workforce optimization, and organizational development.

#### **Talent Management & Organizational Development**

- Oversee talent acquisition, succession planning, leadership development, and employee retention strategies across the Bank.

#### **Policy, Compensation & Compliance**

- Formulate and review HR policies, service rules, compensation structures, and benefits in compliance with Bangladesh Bank regulations and labor laws.
- Ensure compliance with Bangladesh Bank circulars, labor laws, internal audit requirements, and regulatory inspections related to HR.

#### **Performance & Productivity Management**

- Lead performance management systems, appraisal frameworks, and incentive schemes to drive a high-performance culture.
- Ensure effective manpower planning, deployment, and productivity optimization across branches and Head Office.

#### **Learning & Development**

- Oversee learning and development initiatives, training needs analysis, and leadership capability building.

### **Employee Engagement & Culture**

- Strengthen employee engagement, organizational culture, ethics, and disciplinary frameworks.

### **HR Operations & Digital Transformation**

- Supervise HR operations including recruitment, payroll, leave, confirmation, promotion, transfer, disciplinary actions, and retirement processes.
- Lead HR digitization initiatives, HRIS enhancement, and data-driven HR analytics.

### **Employee Relations & Stakeholder Management**

- Manage industrial relations, grievance handling, and employee communication mechanisms.
- Coordinate with regulators, external auditors, training institutes, and relevant stakeholders as required.

### **Governance & Ethics**

- Uphold the highest standards of corporate governance, confidentiality, and professional ethics.