



JOB VACANCY # 004/18

HR Executive

Date: 29th January 2018

Myint & Associates Telecommunications Ltd. (Myint & Associates Telecoms) is the information technology arm of the MPRL E&P Group of Companies and in the business unit of Data Center Service as well as other IT Managed Services. We provide a wide range of solution such as Colocations, Cloud Computing, and Virtualized Computing Services. Myint & Associates Telecommunications Limited fully owns Myint & Associates Data Center which is the first Tier III Design Certificate Data Center in Myanmar accredited by UPTIME INSTITUTE. Myint & Associates Telecommunications Ltd. is seeking applications from dynamic and highly motivated candidate for the following post:

Job Title : HR Executive
Job Grade : 4
Duty Station : M&A Telecoms, Yangon Office
No. of Position : 1 position
Reporting to : General Manager
Submission Deadline : 12 February 2018

Job Summary

HR Executive will be responsible to support in developing policies, practices and procedures to ensure M&A Telecoms is staffed with qualified personal, working effectively to support the achievement of corporate goals. Assist in the implementation of HR program designed to create a positive working environment and a high performance workforce mostly independently.

Job Description

- Formulate recruitment and selection processes (posting Job Vacancy Announcement, CV collections, CV Screening, personal interview, final selection etc.) designed to identify and attract high caliber candidates to M&A Telecoms. Work closely with General Manager to ensure the effective implementation of these processes.
- Support to General Manager and provide coaching and guidance to team member on the implementation of the M&A Telecoms performance management process to ensure the integrity of the process, particularly in identifying high performing / high potential candidates and ensuring sub-standard performance issues are addressed.
- The development, implementation and coordination of various Employee benefits programs, such as insurance, Medical benefit, and the daily responsibilities of employee benefits under the organization policy & procedure.
- Abilities of handling and managing Social Security Board (SSB) issues, Leave issues, and liaise with SSB Office.

- Organizing to conduct the Staff Orientation/ Re-Orientation Programs for new employees and Conduct knowledge sharing section for Training/ Learning & Development, Awareness and Procedure
- Act as the HR department focal point for employees who need advice, information or support from Human Resources. Ensure that all new employees are provided with comprehensive induction information at the appropriate times when they join the company and that an exit interview is held with all employees who resign.
- Prepare and submitting regular (monthly, and quarterly) reports such as PMP Report, Leave Balance Report and Turnover Analysis Report etc.,
- Prepare HR-related documentation such as contracts of employment, confirmation letters, increments, resignations & HR related letters.
- Responsible for maintaining updated staff records, staff attendance sheets / time sheet, other HR related issues (staff manual)
- Work closely with Team to take responsibility for the standardized documenting, filing and related assistance for HR issue needs. Keep all HR related documents in a proper and systematic filing system.

Minimum required knowledge & experience

Education / Experience

- Any University Degree and relevant Academic Qualifications.
- Minimum (2) year(s) of working experiences in HR related field

Special Skills

- Strong verbal and written communications skills in English/ Myanmar
- Proficiency in Microsoft Office suite
- High degree of motivation and willingness to learn
- Highly developed leadership skills, particularly related to communication, interpersonal skills/ influencing, decision making, customer service
- Detailed knowledge and understanding of business practices relating to human resources

The position will be based in the Yangon office but may involve occasional visits to project locations.

Interested candidate are requested to submit an application letter with CV, relevant educational certificates and at least three references to Human Resources Department at MPRL E&P Pte.,Ltd.

Address : Vantage Tower, No. 623, Pyay Road, Kamayut Township, Yangon, Myanmar.

Tel : (95-1) 230 7733 – 35

Fax : (95-1) 230 7744

Website : www.mprlexp.com

Email : hr@mprlexp.com

Please note that applications received after deadline will automatically be discarded and only short listed candidates will be contacted.