

## **Learning Business Partner, Equities - HK**

### **THE ROLE INVOLVES:**

- Establishing strong relationships with the senior management teams of both business departments and all stakeholder groups
- Executing and managing all Learning and Development initiatives for both Equities businesses
- Providing strategic thinking and tactical execution in the following areas:

- o Represents entire Business School to key accounts
- o Identifies human capital management, learning and development interventions required to support business strategies and objectives in collaboration with appropriate Business School SMEs
- o Develops and deliver interventions to satisfy client needs
- o Ensures interventions are of high quality and cost effective
- o Innovates in the area of human capital management, learning and organizational development in collaboration with appropriate Business School SMEs

- Delivering a book of work aligned to client strategy
- Building and maintaining strong relationships with clients, Business School colleagues, and HR community
- Leading clients and collaborating with colleagues in innovating solution delivery in areas of expertise
- Delivering the book of work to the right standard, on time and budget
- Working as a team member within the IB Institute as well as the wider Business School organisation
- Partnering with subject matter experts to ensure a united and best practices approach in providing support to line clients in such areas as learning & organizational development. .

### **ROLE SUMMARY:**

The role serves as the Asia/Pacific Learning Business Partner for the Equities departments within the Investment Banking Division. This position serves a client group of 1,100 employees across 11 countries. This position will serve as a strategic partner to the senior management teams of the Equities departments. .

### **TO QUALIFY YOU MUST POSSESS:**

- University degree required
- Advanced, Master's or MBA degree preferred in HR or business related field
- 8 years Learning & Development experience preferably be within investment banking
- Experience in supporting Investment Banking Professionals in a complex financial services organisation
- Strong relationship building and influence skills. Ability to become the key trusted advisor to primary clients and his/her management teams
- Strong business and financial acumen. Must have outstanding problem

solving skills. Ability to take a creative approach to human resources and business opportunities Must be comfortable functioning as a business partner and driver of change

- Must have solid background in learning & organizational development
- Excellent communication skills, both verbal and written.
- Must have tremendous initiative and drive. Most tasks are performed in a matrixed team environment
- Collaborative Business School & HR team member
- Ability to be resourceful, creative and maintain flexibility
- Assertive, self-starter, independent thinker
- Proficiency with Word, Excel, Power Point, Outlook management .

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