

AVP-Human Resources (Telesales)

(Life Insurance Business)

About our client:

Our Client is one of Europe's biggest insurers by market capitalization and it ranks in the top five insurers in the world by global premium income. They employ over 60,000 employees worldwide.

Type of Business: **Life Insurance Business****Salary Range**: Salary and Fixed Allowance **100,000-130,000** Baht/Month

(Depends on, Level, qualification and experience)

Travelling and telephone allowance + **5,500** Baht/Month**Type of Contract and Benefit**

: Permanent staff, with 3 months of variable bonus in average, Provident Fund 5-10%, Flexi Benefit, Fitness, OPD&IPD, etc.

Team members

: 13 persons [Recruitment 2, Training 7, Payroll 1 and HR Support 3]

Working Location

: Surawong, Bangkok

Key Responsibilities:

1) Telesales Recruitment (70%)

- Initiate telesales Recruitment Strategy and manage recruitment headcount planning to archive target.
- Acquire/expand new recruitment channel/new recruitment partner; vendors, ads, referral program to generate TSR candidate pool to ensure quality and quantity of TSR as business requirement.
- Manage all recruitment channels to meet quality with cost effectiveness.
- Initiative new project or process recruitment uplift telesales recruitment.

2) HR Services and support

- Employee and benefit, Insurance License, Group Insurance, etc.
- Ensure HR service operate smoothly support for TSR and Supervisors
- Ensure that all process regarding to HR service and align with company rules and compliance.
- Improve process to make more effectiveness and user friendly

3) Payroll and Budgeting

- Ensure that payroll in team of diligent allowance, leave, weekend allowance, referral fee are corrected and compliance with company rules
- Management and monitor expenses and budget spending to be control and accuracy.

4) TSR Engagement, Activities and employee relations

- Initiate retention plan to retain and extant TSR service years.
- Initiate program or activities to engage and relax TSR from work stress.
- Manage Caring Committee to improve working environment for TSR morale.
- Monitoring on TSR rule and regulation to be align with labor law, internal compliance and process.
- Considering on employee relations and labor law relations issues.

5) Report and analyst

- Closely monitor TSR recruitment and resign report and manage all to be as plan.
- Gather and analyst data and information to ensure that TSR situation is under control.
- Propose new solutions or new initiatives to improve recruitment process and retention program to supervisor.
- Consult with supervisor and relevant parties on TSR situation with solutions.

6) Team Management

- Develop advice and monitor to performance as standard.
- Consult with team for day-to-day operations, problem solving.

Qualifications:

- 10 years of experience in Human Resources, Sales/ Distribution, or other related fields in insurance or banking business
- Bachelor's degree in Business Administration, Economics, or other related field
- Life insurance product knowledge
- Good relationship management, Presentation skills and Planning & Problem Solving
- Good command in English and Good in MS Excel, Power point

We invite qualified Thai national to submit your full resume (English) stating your present and expected salary, including recent photo to email; hr@b4b.co.th

For more information, please contact: **(063)942-9111, (089)521-4949**

About Us

B4B Co., Ltd. is a business consulting firm, specializing in human resource management. We offer recruitment service in General and Specialty Staffing, from staff level to the management level and both experienced and non-experienced candidate. We assisted many clients in recruiting suitable candidates and also advised candidates to select suitable job with attractive compensation. Currently, we are appointed by our client to recruit this position.