

Human Resource Business Partner

We are seeking a dynamic **Human Resources Business Partner** to support the delivery of effective people practices across the Bank. The role will work closely with business leaders and employees to implement HR initiatives that enhance performance, engagement, and organizational effectiveness.

Reporting To: Chief Human Resource Officer

Job Purpose: To provide end-to-end HR support to assigned business units by implementing HR policies, advising managers, and supporting talent, performance, and employee engagement initiatives in line with organizational and regulatory requirements

Key Responsibilities:

- Provide end-to-end HR support and advisory services to assigned business units
- Partner with line managers on recruitment, onboarding, performance management, and employee development
- Support workforce planning, talent management, and succession planning initiatives
- Handle employee relations matters including disciplinary cases, grievances, and investigations
- Support implementation of learning, engagement, and culture initiatives
- Participate in change management and organisational development activities
- Ensure compliance with Kenyan labour laws, CBK guidelines, and internal HR policies
- Any other official duty that may be allocated from time to time

The Person:

The ideal candidate must possess the following:

Qualifications & Experience

- Bachelor's degree in human resource management, Business Administration, or a related field
- Member of IHRM (Kenya) in good standing
- Minimum **3 years HR experience**, preferably within banking, financial services, or a regulated environment
- Experience in HR generalist, advisory, or business partnering roles
- Member of IHRM (Kenya) in good standing
- CHRP / CHRM certification or equivalent (added advantage)

Key Competencies and attributes

- Strong interpersonal and communication skills
- Good understanding of Kenyan labour laws and HR best practices
- Ability to work collaboratively with diverse stakeholders
- High levels of integrity, confidentiality, and professionalism

ALL applicants MUST apply online to the email; recruitment@familybank.co.ke; closing date is **7th February 2026**.

Canvassing will automatically disqualify the candidate. Only shortlisted candidates will be contacted.

“We are an equal opportunity employer”