

EMPLOYMENT OPPORTUNITY

A leading engineering, procurement and construction company in the oil and gas sector is inviting applicants for the position of:

HR Manager (Trinidad and Tobago)

We are seeking applications for an experienced HR Manager to provide strategic and operational leadership across the full spectrum of HR functions. The role supports business objectives through effective people management, strong industrial relations, and compliance with governance principles and local legislation.

Education

- A recognized university degree in Human Resources Management, Business Administration, Industrial Relations, or a related field.

Experience & Key Competencies

- Proficiency in Italian is mandatory (written and spoken)
- Minimum of 10 years' relevant experience in HR management with sound knowledge of labor law, organizational development, HR and corporate governance.
- Demonstrated experience at a senior or managerial level with strong leadership, communication, and negotiation skills and the ability to operate effectively in a complex, multi-disciplinary environment.
- Knowledge of Change Management principles referring to processes, systems, procedures (training, support, best practices, etc.), focused on integration among internal communication initiatives, training and organizational design. Capability to steer and foster cultural change through the various level of organizations.
- Knowledge of regulations concerning expatriate personnel. In particular, knowledge of tax compliance principles for international assignments, social security agreements, company policies, insurance and legal requirements.
- Capability to plan, analyze and implement industrial relations' strategy to be deployed through collective bargaining, and anticipate and manage the resulting

impacts.

- Knowledge of regulations concerning the management of local staff and inbound personnel (impetrates).
- Knowledge of administrative law obligations related to local employment relationships (e.g. tax and insurance requirements)

Key Responsibilities

- Define and plan HR needs, including recruitment activities, to support Division, Company, and Branch objectives.
- Manage employee contracts, payroll, training, development plans, and ensure compliance with internal policies, local labor laws, HSE requirements, and the Code of Ethics.
- Oversee compensation, salary reviews, incentive programs, and contractual negotiations in alignment with corporate guidelines.
- Coordinate workforce planning and administration for local and seconded personnel (expatriates/inpatriates), including labor cost control, trade union relations, and regulatory compliance.
- Ensure efficient, effective, and cost-controlled management of general services, suppliers, contracts, departmental budgets, and overhead optimization.
- Support organizational development, local content initiatives, corporate reporting, and promote Company values, best practices, sustainability, and QHSE culture.

Please forward a detailed resume in confidence via email to:

PricewaterhouseCoopers Limited (PwC)
tt_recruitment@pwc.com

Applicants are also required to submit a copy of the application to:

The Chief Manpower Officer, Ministry of Labour & Small Micro Enterprise Development,
Duke Place, 50-54 Duke Street,
Port of Spain Or email to: com.resume@gov.tt.

Closing date: May 31st 2026.