VACANCY

HEAD – HUMAN RESOURCES

(HR/103/HHR 08/2026)

18 August 2026

The Bank of Mauritius has as primary objective the maintenance of price stability and promotion of orderly and balanced economic development. Other objectives of the Bank are to regulate credit and currency in the best interests of the economic development of Mauritius and to ensure the stability and soundness of the financial system of Mauritius.

The Bank invites applications from suitably qualified candidates for the position of Head – Human Resources.

The Bank seeks an accomplished and strategic Head – Human Resources to lead the development and execution of a modern, high-performing people strategy that supports the Bank's mandate of monetary and financial stability.

The Head – Human Resources is responsible for designing and executing the Bank's HR strategy, ensuring full alignment with institutional priorities, policy requirements, and international best practices. The role focuses on attracting, developing, and retaining top talent while strengthening organisational capability. The Head – Human Resources provides strategic leadership across all HR functions, including organisational design, talent management, and compensation frameworks, and oversees the successful delivery of key HR transformation initiatives.

The Head – Human Resources will report directly to a Deputy Governor, or such other officer as may be designated by the Bank.

Applications are open to both **internal and external candidates**.

QUALIFICATIONS AND EXPERIENCE REQUIREMENTS

1. A Cambridge Higher School Certificate or equivalent qualification;
2. An undergraduate degree in Human Resources Management, Organisational Psychology, Industrial Psychology, Labour Relations, Law or any other HR-related field from a recognised university, or any relevant qualification acceptable to the Bank or equivalent professional qualifications in the related fields;
3. A postgraduate degree in Human Resources Management, Organisational Psychology, Industrial Psychology, Labour Relations, Law or any other HR-related field from a recognised university, or any

relevant post graduate qualification acceptable to the Bank or equivalent professional qualifications in the related fields;

4. 15 years' relevant working experience post the undergraduate degree; and
5. 5 years' experience in a managerial position.

SPECIFIC SKILLS

Previous exposure to a Human Resources environment within the banking sector would be an added advantage, but is not a requirement for the role.

KEY RESPONSIBILITIES

Strategic Leadership

- Lead the formulation and implementation of the Bank's HR strategy, policies, and procedures.
- Advise senior leadership on organizational development, workforce planning, succession, and change management.
- Champion a culture of performance, integrity, equity, and continuous learning.
- Measure engagement and implement necessary initiatives to maintain and improve engagement
- Develop a training roadmap for the bank and build a strong culture of continuous learning and growth
- Position the Bank of Mauritius as an employer of choice in the local market by developing a distinctive Employee Value Proposition (EVP) that enhances talent attraction and retention through a well-crafted and engaging employee lifecycle.

HR Governance & Compliance

- Ensure HR policies comply with labor laws, central banking regulations, and international standards.
- Lead audit preparedness and HR risk mitigation processes.
- Report regularly to the Executive Committee and Board Committees on HR matters.
- Contribute to the development and sustained SOPs.

Talent & Workforce Management

- Ensure the bank has the right skillset for its structure and needs.
- Oversee the full talent management lifecycle: recruitment, onboarding, learning & development, performance management, and exit processes.
- Promote diversity, equity, and inclusion across the institution.

Compensation, Benefits & Job Evaluation

- Direct the development of competitive and equitable compensation structures.
- Supervise periodic job evaluation exercises to ensure internal equity.
- Ensure integrity and transparency in salary administration and benefit programs.

Organizational Development & Structure

- Lead initiatives to review and optimize the Bank's organizational structure.
- Drive alignment between job roles, institutional objectives, and reporting lines.

Project Oversight – Tender Implementation

- Provide strategic oversight of externally contracted HR projects, including:
  - Salary benchmarking against market standards.
  - Organizational structure review and redesign.
  - Job evaluation and classification exercises.
  - Job description development and validation.
  - Manpower plan implementation.
- Serve as internal sponsor for implementation process.
- Monitor project milestones, ensure stakeholder engagement, and deliverables.

Leadership & Team Management

- Manage and develop a high-performing HR team.
- Promote accountability, innovation, and collaboration across the HR function.
- Initiate leadership team initiatives enabling the dissemination of the bank's vision and values.

COMPETENCIES AND BEHAVIOURAL SKILLS

- Strategic thinking and change leadership
- Strong stakeholder engagement and excellent communication skills
- Expertise in organizational design, job evaluation, and compensation frameworks would be an advantage
- Governance, compliance, and ethical leadership
- Strong project management and contract oversight capabilities
- Strong knowledge of labour legislation, HR best practices, and organisational transformation
- In-depth knowledge of the latest HR trends, coupled with the ability to contextualise them within the business environment and apply a solution-oriented approach to addressing strategic and operational challenges.

TERMS AND REMUNERATION

Successful candidates may be appointed on the **permanent and pensionable establishment of the Bank or on a contractual basis** for an initial period of 3 years.

Substantive appointment to the position of Head shall be subject to completion of a satisfactory probationary period of one year.

MODE OF APPLICATION

Applicants are requested to submit the application form on the following link https://forms.cloud.microsoft/r/NXG3zTHBU7.

Motivation letter (clearly stating the Reference of the position applied for and interest in the role and suitability), an updated Curriculum Vitae and copies of all supporting documents for the position

(National Identity Card, academic and certified professional certificates, evidence of any experience claimed) should be submitted by email on **human.resources@bom.mu.**

The deadline for the submission of applications is **Tuesday 01 September 2026 at 12PM (local time).**

NOTE FOR APPLICANTS

1. Applications received after the closing date will not be considered.
2. Only best qualified candidates will be called for an interview. They may be required to undergo psychometric, written and numerical tests, and/or any other selection process relevant to the position.
3. Incomplete, inadequate or inaccurate filling of the application form may cause an applicant's elimination. It is an offence to give information which is false or to conceal any relevant information. This will lead to an application being rejected or, if a candidate has already been appointed, to the termination of his/her appointment.
4. Any person who, directly or indirectly, by himself or by other person and in any manner, influences or attempts to influence any decision of the interview panel or the Bank or the Board shall commit an offence and shall be automatically disqualified from the recruitment process and may be liable to criminal prosecution.
5. The Bank reserves the right not to make any appointment following this advertisement without any obligation to give any reason to the candidate(s) of the grounds of its actions.