

**Job Title: Human Resource Business Partner About Us**

Haul247, an end-to-end logistics tech API platform that connects businesses to haulage and warehousing assets all in one ecosystem, was created to simplify logistics process by ensuring efficient asset utilization, transparency and safety in the movement and storage of goods. Our constant challenge remains providing quality end-to-end logistics that gives value to our customers and maintains quality relationships with stakeholders.

**The Role**

This is a strategic role that partners with business leaders to design and deploy people strategies that drive performance, capability, and engagement. The ideal candidate will possess strong business acumen, analytical depth, and the ability to influence outcomes through effective people management and data-driven insights. The ideal candidate will have exceptional interpersonal skills, have a strong grasp of policies, best practices and its application, be able to influence, and drive effective work relationships across the organization.

To be successful in this role, you will:

- Understand business goals, priorities and be able to develop and implement HR solutions that drive these agenda.
- Use data driven recommendations to help business leaders effectively manage people for success.
- Possess a hands-on approach.
- Be experienced and comfortable and with rapid changing work environment. •

Be comfortable with challenging status quo.

**Essential Duties & Responsibilities**

- Partner with leaders to develop and execute HR strategies aligned with business goals.
- Drive talent management initiatives including workforce planning, development, and retention.

- Provide guidance on employee relations, organizational design, and policy interpretation.
- Lead performance management processes to ensure accountability and results.
- Use data and people analytics to generate insights that support decision-making.
- Facilitate initiatives that promote engagement, productivity, and culture alignment.
- Support compensation, benefits, and recognition programs that drive motivation and retention.
- Coach and support managers on leadership effectiveness and employee engagement.
- Ensure compliance with labor laws and HR best practices.

#### **What We're Looking for In the Ideal Candidate**

- Minimum of a **Bachelor's degree** in Human Resource Management, Business Administration, or a related field.
- **5–7 years' experience** in HR, with at least **3 years as an HR Business Partner** supporting multiple business units.
- Strong knowledge of HR policies, Nigerian labor law, and regulatory compliance.
- Demonstrated experience in talent management, employee relations, and performance management.
- Proficiency in **HR analytics and reporting tools**.
- Advanced proficiency in **MS Office (Excel, PowerPoint)** and HRIS tools.
- Excellent communication, problem-solving, and interpersonal skills.
- Certification in HR (CIPM, SHRM, or equivalent) is an advantage

#### **What We Offer**

- Competitive Pay

- Pension
- HMO
- 13<sup>th</sup> Month
- Vacation days
- Awesome colleagues to work with.

**Location:** Lagos, Nigeria.

If you're interested in this role, kindly send us your application to [careers@haul247.co](mailto:careers@haul247.co)