



Our people are our competitive advantage.

At Butterfield, we pride ourselves on being approachable, disciplined and proactive. If you embody these qualities and have the necessary experience, you may be the one we're looking for.

Vice President, Global Programmes

Human Resources

This position, reporting to the Executive Vice President and Group Head of Human Resources, is responsible for Group-wide Human Resources policy and programme design, development and implementation for assigned HR functions, which include performance management, policies & programmes, compensation & benefits, workforce planning, HR metrics, talent sourcing, talent management, learning and development and organisational development. The incumbent will also be responsible for determining the strategic direction of assigned functions, project management of key initiatives and execution of programmes through HR business partners in each jurisdiction.

Your responsibilities will include:

- providing functional leadership and technical expertise to HR business partners across the Group
- developing strategy for each function aligned with Group HR strategy and business strategy
- leading project teams that leverage best practices across jurisdictions to develop and implement Group-wide programmes
- aligning global HR policies, programmes and initiatives with business strategy, divisional goals and corporate culture, meeting legislative requirements and market norms in each jurisdiction
- acting as a technical resource to the Bank's Board by designing, gaining approval for and implementing HR plans and programmes
- providing expert advice and guidance on the interpretation of policies and programmes as they relate to company objectives and strategy
- resolving complex HR problems
- making recommendations regarding Group-wide service providers and infrastructure requirements

Your experience may include:

- Master's degree in Business or Human Resources preferred (or suitable professional qualification) plus 10 years experience including a minimum of five years of management experience
- strong leadership skills with ability to influence and lead without formal authority
- excellent management, communication, mediation and consulting skills
- excellent analytical and problem solving skills and project management skills
- ability to multi-task, prioritise, and act independently
- must have high ethical standards, and the ability to build trusting relationships
- must be results oriented and customer service focused
- proficient in Microsoft Office suite of applications

Please apply by 28 September 2012 to:
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www.butterfieldgroup.com



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