OPPO
Authorized Exclusive Distributor

HR Field Performance

About OPPO:

A global pioneer in technology innovation, OPPO provides cutting-edge devices and services to empower users in an intelligently connected future.
The OPPO brand was first registered in 2001 and OPPO was officially incorporated in 2004. To date, OPPO has expanded its business presence to more than 40 countries and regions, with over 400,000 sales outlets worldwide. With nine Intelligent Manufacturing Centers, six Research Divisions, four R&D Centers and a London-based Global Design Center, OPPO has more than 40,000 employees around the world. OPPO was awarded as "Most Respected Chinese Company" by The Economic Observer in 2018 for the third consecutive year and was also included on Boston Consulting Group' s" 2018 BCG Global Challengers" list. Also in 2018, OPPO received the Canstar Blue "Most Satisfied Customers" award for the second year in a row. In 2019, OPPO earned a spot on the "Top 50 Chinese Global Brands" ranking by BrandZTM, the leading global authority on brand power.

About the job:

We are currently looking for fresh talents to empower our Italy HQ in Milan, that are willing to move their first steps in the world of human resources in a fast paced and fast-growing environment.

The HR Field Performance that we're looking for will take care of the following activities:

1. Go deep into the field, proactively obtain the human resources related demands of the field;
2. Actively interact with management and employees, communicate effectively in multiple forms, ensure the effective transmission of internal information, and gradually establish an effective internal communication mechanism;
3. Follow up the whole process of performance evaluation implementation for the field staff. Organize and implement employee performance evaluation, including data preparation, schedule arrangement, communication, and coordination, summarizing evaluation results, and submitting analysis reports, etc;
4. Organize and analyze performance appraisal data, establish employee work performance files, and provide performance data support in a timely manner;
5. Collect the problems and effects of the implementation of the evaluation system and provide suggested solutions.

Requirements:

1. Graduated in economics or humanities, with a strong predisposition for human resources and data analysis;
2. Knowledge of Italian at mother tongue level and fluent in English. Knowledge of Chinese language will be considered a plus;
3. Data statistical analysis ability;
4. Experience in implementation of performance appraisal plan is preferred;
5. Adapt to travel in territory;
6. Strong communication and coordination skills.

Are you ready to embrace the challenge? Join us and let's grow together!