



VACANCY

Manager, Human Resources

The Barbados Light & Power Company Limited (BLPC) is seeking applications from suitably qualified professionals to fill the position of **Manager, Human Resources**. This is a dynamic Senior Management position in a diverse organisation where the successful candidate will be responsible for:

- Developing and executing people strategies and solutions to address ongoing and emerging business needs.
- Leading a diverse team to advise client groups on issues involving, but not limited to, strategic human resource management, organisational development, talent acquisition and retention, training and development, change management, performance management, employee/labour relations, and compensation and benefits matters.
- Supporting the management team by providing HR advice and counsel and assisting with decision-making by maintaining current knowledge and understanding of legislation, trends, HR best practices and emerging developments, and keeping abreast of changes in the energy sector.
- Developing and managing HR policies, procedures and programmes to ensure effective, accurate and consistent communication, execution, and application.
- Developing and managing compensation systems to ensure equity and market relevance.
- Managing labour-management relations by proactive engagement with labour representatives to address arising issues towards maintaining a healthy labour relations environment.
- Leading the Company's negotiating team for collective agreements with applicable bargaining units.
- Continuously assessing and implementing improvements to systems, policies, and procedures to ensure ongoing alignment with business strategy and best practices.
- Analysing and utilising HR metrics to inform decision-making and support increased employee engagement and performance.
- Developing and managing the Department's budget and work plans.

Qualifications and Experience

- Proven track record of leading best practice HR programmes in a dynamic, change driven, and multi-site environment.
- Demonstrable leadership and team development capabilities.
- Extensive knowledge of labour laws and their application.
- Strong relationship building and conflict management skills
- Considerable experience in negotiation and administration of collective bargaining agreements.
- Familiarity with HR information systems and ability to effectively adopt various applications and technology.
- A recognized professional certification in Human Resource Management is strongly preferred (e.g. HRCI-PHR/SPHR, SHRM-CP/SHRM-SCP, CIPD, CHRP or equivalent).
- Graduate level education in Human Resource Management or a related field.
- 8 - 10 years' professional HR experience, with a minimum of 5 years in a senior/decision making HR role.

Remuneration

In return, we are offering an attractive remuneration package, including Group Life Insurance, Medical Coverage, and Group Pension.

Applications

Suitably qualified candidates should submit their applications via e-mail by **Friday May 1, 2026**, to hrm.careers@blpc.com.bb and addressed to:

Vice President, Innovation & Transformation
The Barbados Light & Power Company Limited
Garrison Hill
ST. MICHAEL

Re: Manager, Human Resources

We thank all candidates for their interest however only suitable applications will be acknowledged. Information on the Company can be obtained from the website www.blpc.com.bb.