



People and Culture Manager

Forvis Mazars in Mauritius

We are seeking an experienced and dynamic People & Culture Manager to lead and drive our people agenda across the firm. As a trusted partner to leadership, you will play a pivotal role in attracting, developing, engaging, rewarding, and retaining top talent while fostering a high-performance and inclusive culture.

This role sits at the heart of our business, ensuring our people strategy aligns with our growth ambitions and reinforces our reputation as an employer of choice within the professional services sector.

The successful candidate will champion the three key people pillars: Talent Attraction, Talent Retention, and Reward & Recognition, while providing strategic HR leadership across the employee lifecycle.

Key Responsibilities

Talent Attraction

- Develop and execute innovative talent acquisition strategies to attract high-calibre professionals across Audit, Tax, Advisory, Outsourcing, and Admin Functions.
- Strengthen the firm's employer brand and Employee Value Proposition (Grow, Belong, Impact)
- Build and maintain strong relationships with universities, professional bodies, and recruitment partners.
- Lead workforce planning initiatives and support leaders in identifying current and future talent needs.

- Drive recruitment excellence, ensuring a positive and engaging candidate experience.

Talent Retention & Development

- Design and implement initiatives that foster employee engagement, well-being, performance, and career growth.
- Partner with business leaders to identify and develop high-potential talent and succession plans.
- Lead learning and development strategies that support professional growth and future leadership capabilities.
- Champion diversity, equity, inclusion, and belonging initiatives across the firm.
- Monitor employee feedback, engagement surveys, and turnover trends, implementing actions to enhance retention and employee experience.
- Promote a culture of continuous learning, collaboration, accountability, and excellence.

Reward & Recognition

- Manage and continuously enhance compensation, benefits, and recognition programs to ensure competitiveness and alignment with business objectives.
- Provide strategic guidance on remuneration, performance-based rewards, and talent incentives.
- Lead salary review, bonus, and promotion processes.
- Ensure reward practices are equitable, market-aligned, and support talent attraction and retention goals.
- Analyze people metrics and market trends to recommend improvements to reward frameworks.

Strategic HR Leadership

- Act as a trusted advisor and business partner to Partners and leadership teams.
- Provide guidance on employee relations, performance management, talent management, and organizational effectiveness.
- Lead HR policies, compliance, and best practice initiatives.
- Leverage people analytics to support evidence-based decision making.
- Drive HR transformation and continuous improvement initiatives.

Candidate Profile

Qualifications

- Bachelor's degree in human resources
- Professional HR certification (CIPD, SHRM, HRCI, or equivalent) will be an advantage.

Experience

- Minimum 10 years of HR experience, including significant exposure to talent acquisition, employee engagement, talent management, and reward.

- Minimum 5 years in a leadership, HR Business Partner, or People & Culture management role.
- Prior experience within an accounting firm, professional services firm, consultancy, legal practice, financial services organization, or similar partnership environment is highly desirable.
- Proven experience managing complex stakeholder relationships at senior leadership level.

Key Competencies

- Strategic thinking with strong commercial acumen.
- Deep understanding of talent attraction, retention, and reward practices.
- Strong relationship-building and influencing skills.
- Excellent communication and stakeholder management capabilities.
- Data-driven approach to people decision-making.
- High level of professionalism, discretion, and integrity.
- Ability to thrive in a fast-paced, client-centric environment.

Why join us

Forvis Mazars is a leader in audit, tax and advisory services worldwide, operating across 100+ countries and territories. Join us to **grow** your career through global opportunities, diverse projects, and continuous learning. **Belong** to a supportive environment where your unique perspective is valued, and success comes from teamwork. **Impact** with your bold ideas and help drive us forward.

How to apply

Send us your CV on MRU.HR@forvismazars.com or apply on our company website for above job openings.

* Forvis Mazars Mauritius reserves the right to call only suitable candidates.