



Manufacturing HRBP- Savar

About the job

BAT is evolving at pace into a global multi-category business. Our purpose is to create A Better Tomorrow™ by Building a Smokeless World.

To achieve our ambition, we are looking for colleagues who are ready to join us on this journey! Tomorrow can't wait, let's shape it together!

British American Tobacco Bangladesh has an exciting opportunity for a Manufacturing HR Business Partner- Savar

Your Key Responsibilities Will Include

- Partner with factory leaders to deliver people solutions that support business performance.
- Manage employee and industrial relations matters while fostering a positive workplace culture.
- Drive employee engagement, talent, and performance management initiatives.
- Coach managers on people-related decisions and workforce challenges.
- Ensure compliance with labour laws, company policies, and IR frameworks.
- Build effective relationships with unions, employee representatives, and key stakeholders.
- Support organizational change, workforce planning, and HR transformation initiatives.
- Use people insights and data to support business decision-making.

What are we looking for?

- A bachelor's degree in human resources, Business Administration, or a related discipline.
- Experience in HR Business Partnering, Employee Relations, or Industrial Relations.
- Strong communication, stakeholder management, and influencing skills.
- Sound understanding of labour laws and HR compliance requirements.
- Strong problem-solving, conflict-resolution, and decision-making abilities.
- High integrity, adaptability, and resilience in a fast-paced environment.
- A proactive, people-focused mindset with a passion for driving positive change.

What we offer you?

- Exposure to employee relations, talent management, engagement, and organizational development.
- Hands-on experience partnering with factory leadership and operational teams.
- Opportunities to lead impactful HR and change management initiatives.
- A collaborative environment focused on people, performance, and continuous improvement.
- Strong learning, development, and career growth opportunities within a global organization.

Application Link: [Manufacturing HRBP- Savar](#)

WHY JOIN BAT?

We're one of the few companies named as a Global Top Employer by the Top Employers Institute – certified in offering excellent employee conditions.

Collaboration, inclusion and partnership underpin everything we do here at BAT. We are looking forward to enabling every individual to thrive, regardless of gender, sexual orientation, marital or civil partnership status, gender reassignment, race, religion or belief, colour, nationality, ethnic or national origin, disability, age, skills, experience, education, socio-economic and professional background, veteran status, perspectives and thinking styles. We know that embracing talent from all backgrounds is what makes us stronger and best prepared to meet our business goals.

We see the career breaks as opportunities not obstacles. Through The Global Returners program, we support professionals looking to restart their careers after an extended absence from the workforce (e.g. time out caring for family, parental leave, national service, sabbatical and/or starting an own venture).

Come bring your difference and see what is possible for you at BAT. Learn more about our culture and our award winning employee experience *here*.

If you require any reasonable adjustments or accommodations to help you perform at your best during the recruitment process, you are encouraged to notify us. We are fully committed to support you by making appropriate arrangements for you to demonstrate your full potential.