

Human Resources

Positions available in: Americas

Together, we help more and more people experience financial well-being.

In particular, Human Resources attracts top talent and provides comprehensive benefits, learning and career opportunities to help our employees thrive.

What does our business do?

Human Resources recruits, manages and develops talent across the organization. We provide a broad range of services, programs and products to employees, along with leading internal initiatives that support BlackRock's reputation and culture.

Our team is known for:

- Partnership and coaching of senior leaders to develop talent, managers and leaders that increase business results
- Delivering initiatives to uphold the firm's proven reputation, One BlackRock culture, and strong employee performance and engagement
- Driving the formulation and execution of the business' Inclusion & Diversity objectives
- Recruiting and hiring new employees; placing the right talent in the right roles
- Solving employee and manager needs
- Providing services and programs to BlackRock employees and business leaders across the worker lifecycle

Our business contains six teams:

Talent Acquisition

Works with managers to hire top talent into the firm

Talent Management

Responsible for driving talent development activities. The team crafts training programs and learning tools, while also coordinating succession plans, promotions and performance management

HR Operations

Runs the infrastructure of the Human Resources department, providing operational support to all HR function in addition to supporting inquiries from employees and managers

Total Rewards

Runs a wide array of BlackRock compensation, benefits and global mobility programs. They manage comprehensive benefits, perks & resources to help employees with their health, financial & personal need

HR Business Partners

Develops talent strategies for BlackRock's businesses and works with business leaders to guide critical talent decisions and lead key talent strategies

Platform & Analytics

Leads the development, maintenance and integrity of all BlackRock's HR systems. The team also provides reporting and dashboard analytics on topics such as headcount, diversity and population demographics

Human Resources

We partner with:

- **Internally:** The six teams within Human Resources and other corporate functions such as Finance, Marketing, Communications, Legal, etc. to serve as a strategic partner to all business divisions across the firm
- **Externally:** We engage with vendors who help with services related to payroll, benefits, technology, etc.

What will you do as an analyst?

- Build a broad understanding of and experience in multiple Human Resources functions.
- Gain experience working with data sets and forming meaningful insights through analytics.
- Develop expertise in project management.
- Learn to manage partners in a variety of settings.

What capabilities are we looking for?

- Resourcefulness
- Analytical approach
- Critical thinking
- Multitasking
- Project management