

# Human Resources

Positions available in: Americas

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, supports and develops talent across the BlackRock organization. We provide a broad range of benefits, programs and opportunities designed to invest in and engage our employees at all levels and across all regions. We partner with firm leadership to set the strategy and drive initiatives that underpin and enable BlackRock's mission, principles and culture.

## Our team is known for:

- Attracting and retaining the best talent to advance our business
- Delivering initiatives to uphold the firm's reputation for strong culture, purpose, performance and engagement
- Defining, embedding and driving the execution of the firm's Diversity, Equity & Inclusion strategy
- Developing, coaching and investing in talent to better the firm and best serve our clients
- Anticipating, identifying and solving employee and manager needs
- Providing services and programs at scale to support BlackRock employees through every stage of their career

## Our business contains six teams:

### HR Business Partners

Develops talent strategies for BlackRock's businesses and advises leaders on key talent decisions.

### Diversity, Equity and Inclusion

Charged with the critical mission of cultivating diverse teams with an inclusive culture to create a sense of belonging for every employee throughout the firm globally.

### Total Rewards

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

### Employee Relations

Provides fair and consistent treatment of colleagues, and fosters a respectful and inclusive environment while mitigating legal, financial and reputational risk to BlackRock.

### HR Risk & Compliance

Responsible for managing global and regional compliance programs designed to identify, assess, monitor and mitigate human capital risks in the regions where we do business.

### HR Platforms & Infrastructure

Runs HR infrastructure, providing operational scale and supporting inquiries from employees and managers. The team also leads the strategy and development of all HR platforms and systems.

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## We partner with:

- **Internally:** The teams within Human Resources as well as the other Corporate Functions (e.g., Finance, Marketing, Communications, Legal, etc.) serve as a strategic partner to all business divisions across the firm
- **Externally:** We engage vendors who help to provide people services (e.g., payroll, benefits, technology, etc.)

## What will you do as an analyst?

Full-time Analysts will rotate through multiple teams in HR during their two-year program. As an Analyst, you will:

- Develop a broad understanding of Human Resources and its diverse teams and functions
- Learn how to manage multiple priorities and stakeholders in a variety of settings
- Gain experience working with data and learn how to generate meaningful insights through analytics
- Develop expertise in project management to support and lead multi-faceted projects
- Support and advise clients (employees and managers) on people-related topics

## What capabilities are we looking for?

- Analytical mindset
- Critical thinking
- Multi-tasking
- Outcome driven
- Resourcefulness