

Human Resources

Positions available in all regions: Americas, APAC & EMEA

BlackRock's Human Resources function is on a mission to help great people experience extraordinary careers. We know that to deliver on BlackRock's purpose of helping more and more people experience financial well-being, we must invest in our most valuable asset, our people. That's why our team is dedicated to creating an environment where our colleagues feel welcomed, valued and supported with networks, benefits and development opportunities to help them thrive.

Teams you may be considered for:

Talent Acquisition

Sets our strategy to attract top talent around the globe and sources people with the capabilities necessary to grow and advance our firm, from early careers through to executive hires.

Analytics, Insights & Research

Provides in-depth and impactful analyses, insights and recommendations to help drive the firm's talent, diversity, culture and hiring agendas.

Diversity, Equity & Inclusion (DEI)

Creates and implements the firm's DEI strategy. Cultivates an inclusive work environment where everyone has fair access to opportunities and feels seen, heard, valued and respected.

Employee Relations

Fosters a respectful and inclusive environment by providing fair and consistent treatment for employees while also mitigating BlackRock's legal, financial and reputational risk. Serves as an escalation partner for complex issues.

HR Business Partners

Partners with senior leaders to deliver tailored organizational talent agendas and forward-looking people strategies. Trusted advisor to the business.

Talent Management

Drives strategies that enable extraordinary careers. Responsible for learning & development, succession plans, promotions, performance management and employee engagement.

Total Rewards

Responsible for the strategy, governance, development and execution of BlackRock's global benefits and compensation programs, which help all employees thrive.

HR Risk & Compliance

Responsible for leading programs designed to identify, assess, audit and mitigate human capital risks. Fosters a culture of risk awareness and prevention through reporting and education on enterprise controls, policies and standards.

HR Platform & Infrastructure

Delivers core HR services across the employee lifecycle, providing operational scale and supporting inquiries from employees and people managers. Leads the strategy and development of all HR technology platforms and systems.

Human Resources

This function is known for:

- Attracting and engaging top talent to advance our business and deliver on our purpose
- Supporting our employees and enabling dynamic careers so we can retain our talent and serve our clients
- Reinforcing the firm's competitive edge by fostering a strong culture and purpose, implementing initiatives that drive performance and engagement, and supporting employee well-being
- Defining and driving the firm's Diversity, Equity & Inclusion strategy
- Continually evolving and improving the employee experience
- Providing services and programs to support BlackRock's employees through every stage of their careers

What will you do as an Analyst?

- Make an impact as a culture carrier focused on enhancing the employee experience and operating as a Student of BlackRock's business and people
- Contribute to high-impact projects; create high-quality, client-ready materials
- Analyze and maintain data sets; form meaningful insights and learn to use data to craft stories that inform key people decisions
- Manage multiple, competing priorities while working with various stakeholders and partners
- Identify and drive process improvements

What capabilities are we looking for?

- Strong interest in HR; intellectually curious with a high-level of accountability
- Team-oriented with demonstrated ability to partner effectively and manage multiple stakeholders
- Resourcefulness and a solution-oriented demeanor; strong emotional ownership
- Flexibility to work across a diverse range of projects, meet deadlines and prioritize with a sense of urgency
- Analytical mindset, quantitative skills, ability to manipulate data sets and form insights
- Excellent communication (verbal and written) and interpersonal skills
- Highly organized with a strong attention to detail
- Curiosity for AI and mastering tech-enabled tools
- Ability to handle sensitive information with a strong risk and control mindset
- Strong familiarity with Microsoft's software (Excel, PowerPoint, Word, Outlook)

Your learning & development will include:

- Develop a broad understanding of HR and its functions
- Develop project management skills to support and lead multi-faceted initiatives
- Gain exposure to new, cutting-edge technology and tech-enabled tools