

Human Resources

Positions are available in all regions: Americas, Europe, and Asia Pacific

Human Resources supports our employees to be fully engaged and enabled in BlackRock's mission of helping more and more people experience financial well-being. We deliver a broad range of benefits, programs, and initiatives that invest in our employees, at all levels and across all regions. We partner with firm leaders on the strategy that underpins BlackRock's principles and strong culture. We embed diversity, equity, and inclusion at the heart of everything we do. Our mission is to help great people experience extraordinary careers.

Our team is known for:

- Attracting and retaining the best talent to advance our business and enabling dynamic careers that drive performance.
- Developing and investing in talent to better the firm and best serve our clients.
- Delivering initiatives to uphold the firm's competitive edge with a strong culture, purpose, performance, engagement and employee well-being
- Defining and driving the Diversity, Equity & Inclusion strategy.
- Striving to continually improve employee's experience.
- Providing services and programs at scale to support BlackRock employees through every stage of their careers.

Our business is organized into nine functions:

Talent Acquisition

Sets and drives our global strategy to attract top talent, sourcing capabilities to help 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)

Charged with embedding DEI at the heart of all talent and culture initiatives. Supports cultivation of diverse teams, an inclusive culture, and a sense of belonging amongst all employees globally.

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 Platform & Infrastructure

Delivery of 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.

Talent Management

Drives firmwide strategies to grow great careers for our people. Responsible for learning, leader & manager development, succession plans, promotions, performance management, and employee and culture engagement.

HR Business Partners

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

Total Rewards

Responsible for the strategy, governance, development, and execution of BlackRock's global benefits and compensation programs, which help all employees thrive and experience financial, physical, and emotional well-being.

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.

Human Resources

Our team partners with:

- **Internally:** We partner across our diverse HR teams, with our clients (various BlackRock businesses), as well as other Corporate Functions (e.g., Finance, Communications, Legal, etc.), serving as a strategic partner to senior leadership and all business divisions across the firm.
- **Externally:** We identify and engage strategic vendors who help to provide key people services (e.g., payroll, benefits offerings, technology platforms, etc.).

What will you do as an analyst?

- Develop a broad understanding of HR and its diverse teams / functions.
- Make an impact as a culture carrier focused on enhancing the employee experience and operating as a Student of BlackRock's business and people.
- Experience working with data sets and forming meaningful insights
- Produce analytics and learn to story-tell with data by providing stakeholders with meaningful insights to inform key people decisions.
- Learn to manage multiple, competing priorities while supporting and meeting the expectations of various stakeholders and partners.
- Develop project management skills to support and lead multi-faceted initiatives.
- Build advisory skills to support and coach employees and people managers.

What capabilities are we looking for?

- Resourcefulness and proactive demeanor; teammate with demonstrated ability to partner effectively with and across different teams. Analytical mentality and approach, with ability to manipulate data sets and form insights.
- Expanded accountability and ability to operate independently; 'connecting the dots'.
- Flexibility, 'no job is too small' job attitude, and strong emotional ownership.
- Critical thinking and creative problem solving, all while operating with a strong risk and control mindset.
- Intellectual curiosity, and eagerness to learn about BlackRock history and strategy
- Ability to meet deadlines, prioritize, and execute in a fast-paced environment.
- Organized; detail- and results-oriented.
- Solid verbal and written communications and business sense.