

WOURI DIGITAL FINANCE SA

Douala, Cameroun

CANDIDATURES OUVERTES

Human Resource Manager - Wouri Digital Finance SA - Douala

Conseil RH · Ressources humaines & Recrutement · Paie & administration RH

LIEU

Mode Hybride (Télétravail partiel) · Type de contrat indéfini
Douala, Cameroun
Salaire : Indéfini

CANDIDATURE

1 place(s) disponible(s)
5 à 10 ans d'expérience
Publiée le 15/10/2026

DESCRIPTION DU POSTE

Wouri Digital Finance SA is a Cameroon-based financial technology company headquartered in Douala.

Job Description

Wouri Digital Finance SA is seeking an experienced Human Resource Manager to lead and oversee our HR function, supporting our growing digital financial services business. This role is responsible for driving effective people management practices, ensuring regulatory compliance, and building a skilled, engaged, and high-performing workforce across the organization.

Key Responsibilities

- Oversee the full employee lifecycle, including recruitment, onboarding, performance management, and offboarding
- Develop and implement HR policies and procedures aligned with labor laws and company objectives
- Manage employee relations, addressing grievances and disciplinary matters in a fair and timely manner
- Lead workforce planning efforts to meet the staffing needs of a digital finance operation, including technology, finance, compliance, customer service, and administrative personnel

- Oversee payroll administration, benefits management, and compensation structures, including competitive packages for specialized talent
- Design and deliver training and development programs to build employee skills and support career growth, particularly in digital, financial, and compliance competencies
- Ensure compliance with local labor laws, health and safety regulations, and employment standards
- Manage HR information systems (HRIS) and maintain accurate employee records
- Partner with department heads to support organizational development and change management initiatives
- Monitor and report on HR metrics (turnover, absenteeism, engagement) to senior management
- Foster a positive, high-integrity workplace culture that supports retention and employee satisfaction in a fast-evolving fintech environment

Required Profile Description

- Bachelor's degree in Human Resource Management, Business Administration, or related field (Master's degree an advantage)
- Minimum 5-10 years of experience in HR management, with at least 3 years in a leadership role
- Experience managing HR functions in a financial services, fintech, or technology-driven environment is an advantage
- Strong knowledge of labor law, employment regulations, and HR best practices
- Experience with HRIS and payroll systems preferred
- Proven track record in employee relations, conflict resolution, and performance management
- Strong analytical and reporting skills, with the ability to translate HR data into actionable insights
- Excellent leadership, communication, and interpersonal skills
- Fluent in English; knowledge of French and local languages is an advantage
- Ability to work effectively in a fast-paced, deadline-driven environment

Critères de l'annonce

- Type de contrat : CDI - CDD - Intérim - Stage - Freelance - Alternance - Temps partiel - Statutaire
- Région / Ville : Douala

- Travail à distance : Oui
- Niveau d'expérience : Expérience entre 5 ans et 10 ans - Expérience > 10 ans
- Niveau d'études : Bac - Bac+1 - Bac+2 - Bac+3 - Bac+4 - Bac+5 et plus
- Langues exigées : anglais (bon niveau)
- Nombre de poste(s) : 1
- Management d'équipe : Oui

Candidature

Postuler via la page de l'annonce sur Emploi.cm.

Source : *Emploi.cm* — publiée le 14.10.2026.

PRÉREQUIS

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DOCUMENTS À FOURNIR POUR CANDIDATER

- Curriculum Vitae (CV)

CONTACT RECRUTEMENT

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