9119 11724 Expert performance and career management (f/m/d) How mobility will feel tomorrow on rails, roads and airways is decided today at your workplace. It doesn't matter whether you are a number juggler, organizational talent or analyst: with talent and passion you will have a share in future-oriented mobility and logistics solutions and get to know us as a dynamic, widely networked employer. Decide now how millions of people will experience mobility tomorrow – and how we at DB will experience it.  
  
  
We are looking for you as an expert in performance and career management (f/m/d) for DB Fernverkehr AG in Frankfurt (Main) as soon as possible.  
Your tasks:  
  
- You are the central contact person for the two HR instruments my performance management (mPM) and career lab at DB Fernverkehr AG  
- This includes creative further development (e.g. with a view to our operational employees) as well as the continuous increase in user-friendliness for both instruments  
- As the interface to the Group, you represent the interests of long-distance transport in the interests of employees and managers  
- For both HR instruments you are available as a consultant for the HR organization and hold information events for managers and employees  
- You will also create reports and presentations on usage behavior for both instruments in order to derive insights for control impulses  
- You accompany mPM over the entire annual cycle and ensure that the process is accompanied by communication that is tailored to the target group  
  
  
Your profile:  
  
- You have completed a university degree in psychology, social sciences, sociology, economics or comparable courses or have the relevant knowledge and qualifications gained through professional experience  
- You have several years of relevant professional experience in human resources and performance/talent management, ideally with mPM or Career Lab  
- Your extensive experience in stakeholder management distinguishes you as well as your knowledge of the active management of different topics and groups of people  
- You are a team player, networker and, due to your expertise and emphatic nature, you communicate at eye level with different groups of people, including management level  
- With your passion, your drive and your interest in different subject areas, you proactively drive projects forward  
- You are analytical, structured and able to prepare and present complex topics clearly and in a manner appropriate to the addressee  
- We require very good user knowledge of MS Office (PowerPoint, Excel, Word, Outlook).  
  
  
your advantages  
\* You achieve great things and get nothing less in return: a salary package that is customary in the market, usually with permanent employment contracts and job security, as well as a wide range of fringe benefits and a company pension scheme.  
\* We promote flexible, individual working time models and support, where operationally possible, with modern forms of work such as home office or mobile working.  
\* Fascinating projects and tasks at one of the most diverse employers in the country demand your skills and are waiting for your handwriting.  
  
Equal opportunities and self-determined participation of the severely disabled and equals as well as respectful cooperation are firmly anchored principles within the DB Group. For this reason, severely disabled and equal applicants will be given preference if they are equally qualified.  
In addition, we aim to offer all candidates the same opportunities for starting a career and for training and further education, regardless of social or ethnic origin, gender, religion or belief, age or sexual identity and orientation. We consciously promote diversity and cooperation in our teams. sociologist None 2023-03-07 16:09:14.423000