9156 11761 HR Business Partner:in DB Sicherheit GmbH is considered a specialist when it comes to security services in the real estate and mobility sectors. Around 3,000 qualified employees in six regional areas ensure safety in trains, stations and facilities of Deutsche Bahn throughout Germany.  
  
We are looking for you as an HR Business Partner:in (f/m/d) for DB Sicherheit GmbH in Dortmund as soon as possible.  
Your tasks:  
  
- You take over the competent and independent advice of the managers of a clearly defined support area in all personnel-related matters  
- Ensuring the proper application of labour, collective bargaining, social, works constitution and civil service regulations in the care area is your responsibility  
- You design all HR-related topics along the HR value chain (recruitment, planning, management and development)  
- You are responsible for developing solutions with the managers as well as providing advice and support for organizational change processes  
- You ensure the implementation of personnel development measures and personnel controlling in the support area  
- You work together with the interest groups in a trusting and goal-oriented manner  
- You will be involved in the design and implementation of the strategies and goals of the organizational units to be supported  
  
  
Your profile:  
  
- The basis of your career is a successfully completed technical/university degree (e.g. in economics/law/social sciences, psychology) or you have comparable qualifications with corresponding professional experience  
- You have several years of experience in HR, preferably as an HR business partner or HR generalist  
- You can demonstrate extensive knowledge of labour, collective bargaining, social and works constitution law  
- Your qualifications include a high degree of organizational competence, initiative and team-oriented thinking and acting  
- In addition to strong communication and assertiveness skills, you have a quick grasp, work in a solution-oriented manner and can inspire and convince executives, interest groups and employees at all hierarchical levels  
- You can interpret important key figures and it is easy for you to derive suitable measures  
- You are confident in dealing with the relevant IT applications (e.g. MS Office, ideally Avature and People Soft)  
  
  
your advantages  
\* We promote flexible, individual working time models and support, where operationally possible, with modern forms of work such as home office or mobile working.  
\* 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.  
\* Targeted and individual development opportunities at specialist, project or management level give you a long-term perspective.  
\* 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. Business economist (university) None 2023-03-07 16:09:18.956000