5183 7788 HR Partner Specialist (m/w/d) HR Partner Specialist (m/f/d)  
  
Your tasks:  
  
-The HR partner specialist CE is responsible for both employee and organization-oriented strategies  
  
-Adapt organizational and administrative requirements to the business strategy  
  
- Strong support for planned expansion of regional resource acquisition in the region in close partnership with hiring managers, talent acquisition department, central functions and other business units  
  
-Provide dedicated guidance and coaching to multiple senior leaders and employees in a complex business environment, including support to multiple matrix organizations with acquired businesses, union relationships or global footprints  
-Provide targeted guidance and coaching to multiple managers and employees with a focus on topics such as employee representation/engagement, HR fundamentals and process training, employee relationship management, performance management, career development, talent assessment, acquisition and retention, and workplace investigations  
  
-Advising managers and employees to ensure consistent application and integration of policies, procedures and practices with 100% compliance to promote an ethical and compliant work environment  
  
-Assist in other HR special projects or initiatives as needed  
  
-Use the utmost control, judgment and care to maintain and protect confidential information  
  
Your qualifications:  
  
- Bachelor's degree from an accredited university or college  
-Familiarity with the Human Resources function with responsibilities such as recruitment, training, employee development or performance management  
  
-Experience of working in a matrix work environment desirable  
-Knowledge of German and English  
  
-Proactive, good communicator with strong interpersonal skills  
-Solid project management skills and recruitment presence  
-Accessible and responsive resource, able to connect with employees at all levels  
-Wants employee-oriented work; Willingness to take horizontal steps to develop HR expertise  
-Strong interest in innovative HR solutions and process improvements  
-Understanding HR concepts and principles with expertise in a specialty area such as staffing, analytics, facilitation etc.  
  
Your advantages:  
  
- Challenging and varied tasks in a promising and innovative industry  
- Supervision throughout the application process  
- An above-average payment  
-Canteen  
-Opportunity to help shape a rapidly growing company  
  
About Hays:  
  
With our many years of recruiting experience and our knowledge of the personnel market, we offer specialists and managers a strong partnership. Because of our intensive relationships across all industrial sectors, we provide talented people with exciting tasks and attractive positions. Whether in an international group or in a regional market-leading company: Depending on your interests and your experience. With us you will find the right environment - and completely free of charge. Register and benefit from interesting and suitable positions and projects. Personnel Administrator Hays plc is one of the world's leading personnel service providers for the recruitment of highly qualified specialists. Hays is active in both the private and public sectors and provides specialists for permanent positions, project work and temporary employment. The company employs more than 11,000 people in 33 countries worldwide and generated sales of EUR 6.50 billion in the 2017/2018 financial year. In Germany, Hays places specialists in the areas of IT, engineering, construction & property, life sciences, finance, sales & marketing, legal, retail and healthcare. 2023-03-07 16:01:11.513000