9147 11752 Head of Human Resources Management DB Intermodal Services GmbH (f/m/d) Deutsche Bahn has a fundamental concern: getting more traffic onto the rails - for the climate, for people, for the economy and for Europe. With the "Strong Rail" strategy, we are creating the conditions for this and we need you on this path. Be a guide for your team with talent and passion as a leader. Deutsche Bahn takes management seriously at all levels, because every employee bears a great deal of responsibility and is given the necessary scope for action.  
  
As of September 1st, 2023 we are looking for you as Head of Human Resources Management DB Intermodal Services GmbH (f/m/d) for the DB Cargo AG business unit in Mainz.  
  
As Head of HR Management at DB Intermodal Services GmbH, as a member of the HR Business Partner Sales team in the DB Cargo business unit, you are responsible for all HR work at DB Intermodal Services GmbH, including the implementation of the DB Group's HR strategy. At the same time, you are jointly responsible for achieving the company's business goals. With your HR management team, you advise the executives of DB Intermodal Services GmbH individually and professionally on all questions of HR work along the entire HR value chain.  
Your tasks:  
  
- You advise managers on employee-related management tasks and support them in the selection and use of suitable HR tools  
- You control the application and implementation of the HR core processes and HR instruments with the involvement of the HR experts and service functions in the business area or the group  
- You control personnel planning, personnel controlling and the implementation of personnel adjustments  
- You initiate measures to implement the HR strategy and strengthen the performance of managers and employees, including through the implementation of performance management  
- As an HR Business Partner, you ensure compliance with and implementation of the relevant laws and collective agreements and create a partnership with the interest groups  
- You are responsible for the involvement of interest groups in accordance with the statutory and other regulations as well as the conclusion of company agreements and other collective agreements  
- Part of your main tasks is also the legally compliant and audit-proof documentation of all personnel-related information in the area of ​​​​responsibility as well as the performance of the tasks of the management in the sense of the BetrVG as the responsible personnel manager  
  
  
Your profile:  
  
- University degree in relevant disciplines (e.g. law, economics or social sciences) or comparable training  
- Several years of professional and, if possible, management experience in various roles in HR work (e.g. as HR business partner, HR expert, HR strategist)  
- Creativity and solution orientation in the field of tension of current personnel policy challenges (e.g. demographics, recruitment, digital transformation)  
- Strong professional foundation as an HR professional in connection with a pronounced entrepreneurial thinking and acting as well as the ability to organize one's own work area and make it productive  
- A high degree of quality awareness, credibility and strong communication skills with the various stakeholders as well as a confident and convincing demeanor  
- Demonstrable success in the goal-oriented design of change processes  
- Confident handling of HR management parameters  
- Willingness to actively participate in an internationally oriented HR management team  
  
  
your advantages  
\* Fascinating projects and tasks at one of the most diverse employers in the country demand your skills and are waiting for your handwriting.  
\* Targeted and individual development opportunities at specialist, project or management level give you a long-term perspective.  
\* 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.  
  
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 equivalent 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 togetherness commercial lawyer None 2023-03-07 16:09:17.846000