9745 12350 Leiter Personal (w/m/d) We are looking for you as Head of Human Resources for as soon as possible  
the DB Fahrzeuginstandhaltung GmbH business unit at the Kassel location.  
  
  
\*Your tasks:\*  
  
  
  
· As a member of the plant management, you are jointly responsible with your  
plant management team the performance of the plant with a focus on revisions,  
Modernization and required repairs as well as accident repairs of all common types  
VT series  
· In the HR Business Partner model, you advise and accompany our  
Leaders at eye level with an end-to-end understanding in all  
HR-related issues along the HR value chain  
· You lead a team of HR business partners and control them  
HR processes with the HR Expertise Center Recruiting and the  
HR service center  
· In addition to the collective agreement provisions of the company, you set the  
specified HR guidelines, tools and processes  
· As part of personnel development, you identify and strengthen  
Your expertise and modern tools the potential of the employees. So  
you ensure long-term employability and set  
at the same time a new benchmark for successful retention management  
in the regional labor market  
· With your strategic foresight, you coordinate and lead  
Use of existing instruments for personnel planning and cost control  
through  
· In the support and design of change management processes  
you rely on tailor-made and empowering solutions instead of one  
"One Size Fits All" approach  
· Business at eye level is not just an empty phrase for us - in the sense of  
Works Constitution Act, you assume the function of  
management. You regulate all matters of cooperation with the  
interest groups and maintain contacts with collective bargaining and  
social partners in the area of ​​responsibility. At judicial  
disputes you represent the perception of  
corporate interests  
  
  
  
\*Your profile:\*  
  
  
  
· You have successfully completed your studies  
business or legal orientation  
· You can rely on extensive relevant professional experience and demonstrable  
Relying on successes in operative and strategic personnel management  
· Solid knowledge of labor and works constitution law as well as a  
safe handling of collective agreement provisions are for you  
of course  
· You have your management practice in a customer and  
service-oriented organization, preferably in the context of a  
large industrial company or group  
· You have an understanding of leadership that employees in a  
demanding, fast-growing and challenging organizational  
framework  
· Empathy, team spirit and interest in development and promotion  
Your team distinguishes you  
· Entrepreneurial thinking and the ability to shape topics,  
to advance and discerning interlocutors for this too  
inspire, shape your success significantly  
· You have a confident and winning demeanor, yours  
creative drive combined with a pragmatic,  
solution-oriented approach helps you to integrate divergent interests  
to integrate meaningful cooperation Head - Human Resources None 2023-03-07 16:10:31.294000