



The Professionals of Irrigation
made in Germany

HUMAN RESOURCES BUSINESS PARTNER

As an HR Business Partner at our Althengstett location and as part of the local leadership team - you will provide human resources services, support and decision making expertise for the location to ensure a highly productive, motivated, trained and professional work force. You will recommend appropriate human resource management actions to meet business needs while supporting the company's commitment to corporate culture. This person provides support in various areas such as, organization development, talent strategies and employee development, change management, performance management, staffing, conflict management and employee relations, labor regulatory compliance, employee benefits and compensation, policies and procedures, time and attendance and payroll.

JOB DUTIES & RESPONSIBILITIES:

- Champion a positive work environment through gathering insights, participating in culture surveys and action plans and participating as a leader for the facility.
- Work with managers to seek opportunities for employees to learn and grow their careers.
- Manage staffing initiatives from initial design to job description development to building an effective recruitment strategy and filling positions in a timely manner.
- Manage salary and benefit changes and adjustments ensuring that all appropriate communication and documentation coincides with pay changes. Participate in compilation of data necessary to evaluate new or existing positions.
- Ensure performance management processes are delivered in alignment with corporate timelines.
- Maintain and enhance the work environment by resolving employee conflicts; coaching managers on effective management and coaching techniques; and maintaining open communications with all employees.
- Develop and continuously improve policies, procedures and work instruction to ensure activities are standardized and in compliance with local laws and regulations, as well as in line with corporate policies.
- Facilitate investigations for disciplinary actions, complaints, code of conduct violations.
- Administer local HRIS to ensure accurate employee data, attendance and salary information. Process monthly payroll.
- Ensure that practices and policies are legally compliant. Provide compliance expertise within the division as it applies to Germany.

JOB QUALIFICATIONS:

- Minimum of 5 years of professional and progressive Human Resources experience in a manufacturing environment in Germany.
- University degree in Human Resources or related field preferred.
- Thorough knowledge of and ability to equitably apply German statutes concerning all employment matters.
- Ability to communicate effectively both orally and in writing in German and English. Other language skills (Polish) preferred.
- Ability to respond to common inquiries or concerns from regulatory agencies, management and employees.
- Ability to establish and maintain effective working relationships with managers, employees and agency representatives.
- Ability to objectively investigate employee or manager complaints, analyze data, make recommendations and implement resolutions.

OTHER JOB-RELATED COMPONENTS:

- Working conditions. – Office environment with option to work remotely up to two days per week
- Travel expectation – 10% or less

If you are interested in this opportunity, please send us your application documents via email to: jobs@perrot.de