



No Steve – **JUST JOBS**

European HR Business Partner (m/f/d)

Our client is a **global leading Licensed Producer of pharmaceutical (RX) products** in **Düsseldorf**, for healthcare practitioners who prescribe medical for their patients.

Your responsibilities:

- Operation of the German Human Resources department, commercial teams in Europe and HR processes
- Maintain positive working relationships with employees and management team
- Perform and coordinate policy development, reviews, analysis and implementation
- Advise and assist managers on the interpretation and administration of policies, programs and best practices
- Responsible for overseeing and managing the functions of recruitment and selection, performance management and possible terminations
- Identify and address issues that affect the overall health of the organization
- Plan and provide organizational development strategy
- Advice and counsel senior leadership team
- Execute HR programs such as training, innovation, employee recognition, activities and implement benefit programs (centre of excellence)
- Provide direction in promotions, transfers, employment agreement negotiation, performance evaluation and employee relations according to policies and principals
- Provide guidance for change management initiatives
- Responsible for the compensation and benefit workflow and reward management
- Develop and analyse measurable reports and KPI's for personnel activities in regards to benefit costs, staffing levels/deployment, turnover, absenteeism, recruitment, applicant tracking, compensation, promotions and employee productivity

Your qualification:

- Degree in Human Resources Management
- 7 years of progressive experience in an international HR environment. Equivalent combination of education and experience maybe considered
- Solid understanding of German labour law, regulations and rewards
- You worked already in a matrix organisation
- Proven conflict resolution and excellent negotiation skills
- Excellent MS-Office (Word, Excel, PowerPoint) and common HRIS Systems
- Fluent in German and English (verbal as well written)
- Proven project management skills with demonstrated ability to HR core processes such as talent management, succession planning and employee relations
- Well-defined sense of diplomacy, including, conflict resolution, and people management skills with sound leadership, staff management, and teambuilding skills
- Able to make sound business decisions and evidence-based recommendations to senior management and demonstrated ability to have a positive impact on business results

Our offer:

- An innovative and international Team
- Participation in a new class of medical drugs and new products
- An above-average salary package, with top earning potential and corresponding success

FRETTWORK[®]
network

PERSON OF CONTACT



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No Steve – **JUST JOBS**

- First-class development opportunities in an internationally renowned group

Interested?

We are looking forward to receiving your application, incl. starting date and your salary expectations per E-mail at: Jobs@fretwork.com

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