

HR Business Partner (m/f/d)

Jūsų užduotys

Position is based in Timisoara and requires on-site presence.

Check out your future responsibilities below:

HR Responsible role

- Act as HR partner for all functions allocated in the area of responsibility (employees and managers)

Strategic Partner

- Facilitate both short- and long-term HR strategies for internal clients within the assigned area, aligned with corporate policies on people, organizational development, and talent management.
- Provide guidance to employees and managers on HR-related matters; act as the key contact point and promote the full HR services portfolio.
- Collaborate with Centers of Expertise (CoE) to ensure effective delivery of HR services.
- Identify gaps, propose, and implement necessary changes to mitigate risks.
- Partner with the recruitment team to meet hiring objectives.
- Build and maintain strong relationships with managers to anticipate current and future staffing needs; develop and monitor recruitment plans aligned with headcount planning and business requirements.

HR Processes

- Responsible for implementation of HR processes within the area of responsibility.
- Ensure continuous improvement, communication, and cascading of new HR processes.
- Support the organization of TMC conferences

Employee Development

- Support the identification of specific employee development needs.
- Actively contribute to the design and implementation of employee development plans.

Organizational Structure

- Provide support on organizational structure topics (departmental structure, reorganizations, etc.) within the assigned area.

Compensation & Benefits

- Support company needs regarding compensation, benefits.
- Conduct job evaluations based on local policies and international standards.



Darbo ID
REF11934H

Darbo sritis
Žmogiškieji ištekliai

Vieta
Timișoara

Lyderystės lygis
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Juridinis asmuo
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- Develop salary progression plans where necessary.
- Participate in salary review processes with managers and propose adjustments in line with pay grids and compensation policy.

Retention Management

- Measure turnover rates.
- Conduct exit interviews for employees leaving the company.
- Implement retention and employee development measures.

HR KPIs

- Monitor HR KPIs (e.g., headcount, turnover, absenteeism, internal promotions) and design/implement improvement actions.

Reikalavimai

Essential Skills/Qualifications:

- University degree in Human Resources, Business Administration, or related field.
- Proven experience in HR generalist or HR business partner role.
- Strong knowledge of HR processes, labor law, and best practices.
- Excellent communication, influencing, and relationship management skills.
- Strong analytical and problem-solving abilities.
- Fluency in English (spoken and written).

Desirable Skills/Qualifications:

- Experience in the automotive or manufacturing industry.
- Knowledge of SAP SuccessFactors or similar HR systems.
- Project management skills.

Mes siūlome

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Apie mus

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