

For one of our Clients we are looking for an individual to join the European team in an international organization, whose skills, experience, and competencies will strengthen their HR Team.



The position is located within the structures of a highly recognized company in its industry, in one of the locations in Germany near Frankfurt (am Main).

HR Business Partner

Place of work: Hannau am Main

Responsibilities for this role include:

1. Preparing and conducting end-to-end recruitment processes, collaborating with external service providers (payroll, recruitment).
2. Managing HR activities in the DACH region.
3. Conducting the onboarding process.
4. Preparing development plans for employees and implementing them.
5. Advising managers, linear superiors on employment matters, and developing subordinates' competencies.
6. Developing a local (DACH) HR strategy with line managers, which includes human resource planning (quantitative and competency-based) in the short and long term.
7. Planning and implementing competency development activities to support employee development and enhance the organization's competitiveness.
8. Monitoring changes in labor law regulations and ensuring their proper application.
9. Fostering employee relations and engagement.
10. Providing daily support to all employees in the company in labor law and soft HR matters.
11. Actively participating in operational HR Management projects with the European HR team.

New challenges await the HRBP due to the company's development activities in the DACH region, which we can discuss in further stages of the recruitment process.

Employer's Offer:

- Full-time employment contract.
- Monthly base salary and annual bonus (10% of annual salary, dependent on the degree of achievement of individual goals).
- Additional 2 days off per year.
- Hybrid work: 4 days in the office, 1 day home office
- Necessary work tools.
- Work in an international environment with a transparent and collaborative work culture.

- Friendly work atmosphere.
- Integration meetings (picnics, family days, business runs).
- Real opportunities for advancement and professional development.
- Employee referral program.
- Holiday packages.
- Welcome gifts for newly hired employees.
- Stationary work – no business trips, only those necessary due to the company's global structure.



Position Requirements:

- Minimum education of at least incomplete higher education (bachelor's degree), relevant field preferred.
- Minimum of 5 years of experience in an independent HR position.
- Experience working for a distribution company (preferred).
- Knowledge of employee lifecycle management and issues related to managing (including hiring, motivation) blue-collar workers (assemblers).
- Proficiency in MS Office package.
- Current knowledge of labor law regulations.
- Communication in English at minimum B2 level.

Desired Competencies and Skills:

- Communication skills and flexibility.
- Partnership approach in relationship building.
- Dynamism and initiative in action in a rapidly changing environment.
- Excellent organizational skills, ability to work independently, and punctuality in completing tasks.
- Focus on seeking solutions and new possibilities.
- Ability to collaborate and communicate.

If you've read this far, it may indicate that you're interested enough in the offer to consider sending us your application (CV in English). Let's discuss the offer further! a.bornus@grupagt.eu, tel. 502 773 226