



HR Manager (Hannover)

2015

A. Our Client

Our Client is a leading global supplier of technologies for the safety and efficiency of commercial vehicles. Founded nearly 150 years ago, it continues to pioneer breakthrough mechanical, mechatronic and electronic technologies for braking, stability and transmission automation systems supplied to the world's leading commercial truck, bus and trailer manufacturers. With ca. 11,000 employees (1,650 engineers) in 34 countries and sales of \$2.7 billion in 2013, our client has evolved its unique culture of innovation and diversity to meet customer needs across the world by leveraging local talents and knowledge into a global environment of collaboration.

B. Tasks

- Support the Supply Chain leadership team to lead the entire talent development, competency mapping, training and development and recruitment. Achieve the planned targets and significant improvements together with the HR BP team, especially in Manufacturing and Logistics function for the three sites.
- Support respective Business Leaders as HR BP
- Coach leaders to support them to create an inspired team dynamics
- Lead the team of HR Business partners to develop them, implement the M&L HR initiatives and drive the cultural change toward a strong ongoing improvement process
- Drive the talent pipeline: strong succession planning in line with the business plan
- Drive the Strategic planning for creating HR road map.
- Deploy the HR roadmaps to drive the continuous improvement of our HR methodology
- Drive the improvement of the plant structure in a spirit of empowerment
- Ensure a strong improvement year over year of our main KPIs: ratio of indirect, absenteeism, number of ideas of improvement and turnover

- Support the country HR leader and the labour relations manager in works council negotiations
- Create strong network with the works council
- Prepare the annual operating planning for headcount and manufacturing workforce cost
- Support strongly the 6 sigma lean journey of our client to make these sites an internal benchmark

C. Requirements

- Bachelor degree in Science in Economics or Master, Law or Engineering, ideally post graduate degree in Human Resources specialization
- Several years of experience working as a HRBP
- Strong competencies in people involvement
- Proficiency in talent development
- Well experienced recruitment skills
- High proficiency in English and German (verbal and written)

D. Our client is offering you

- Innovative products and technologies
- Challenging and dynamic working environment
- Globally minded and multicultural workplace
- Variety of opportunities for personal professional growth
- International prospects for individual career development
- Advancement and rapid career path for high achievers
- Flexible working time
- Attractive compensation and benefits
- Company pension with retirement benefits

Please contact:

Accetis International

Dr. Martin Schmeisser

Senior Consultant

Goethestrasse 52

80336 München

Tel: +49 89 54 34 87 69

Fax: +49 89 20 80 39 444

Email: mschmeisser@fr.accetis.com

Besuchen Sie Accetis Germany im Internet unter www.accetis-germany.de/