



Manager Labor Relations Germany

Beschreibung

With over 40 operations in nine countries, in Europe, Middle East and Russia, syncreon is a top Third Party Logistics (3PL) provider serving Europe's Technology and Automotive leaders. We offer Inbound, Outbound, Export Packing, and Reverse Logistics services. Delivering superior quality value-added services for each of these offerings is our forte.

Our Technology customers in the region include Canon, Dell, IBM, Lexmark, NCR, and Toshiba. BMW, Ford, Jaguar Land Rover, and Volkswagen Group are among our premier Automotive customers. Our business grows consistently as existing customers extend their services with us and new brands contract with syncreon to design, build, and provide strategic value-added contract logistic services.

Due to our growing business activities we are seeking an experienced Labor Relations Manager to support our Automotive sites in Germany. This is a new exiting position within our European HR organization which means that you are able to create and develop the labor relations function based on your own expertise.

Responsibilities:

- You are the main contact for trade unions and employers' organizations in syncreon automotive Germany
- You work closely together with the regional and local HR managers and plant managers of our automotive sites in Germany for all labor relations related matters.
- You make sure there is constructive cooperation with the Workscouncil representatives at the local and regional level.
- You advise and actively support our HR team and the management in the implementation of collective and individual labor law issues.
- You advise, strategize and guide implementation for the important Labor Relations topics (g.e. company pension, performance management, standardization of company agreements) and accompany legally necessary steps.
- You ensure the legal rights of participation in a trusting cooperation with employee representatives and management
- You develop, optimize and negotiate local operating agreements with local and regional Work councils together with the regional HR and local management
- You train the relevant stakeholders (HR and Operations Management) in Labor Relations Topics

Benötigte

- Bachelor or Master degree in Economics or Legal studies
- At least 5 years of experience in a similar role
- In-depth knowledge of German labor (individual and collective) and personnel matters
- The selected candidate must be able to deliver on Labor relations strategy, has excellent communication skills and a hands-on mentality
- The selected candidate must have high energy, must have the ability to multi-task, is able to manage deadlines, should oversee projects, excels in influencing without authority and is result driven.
- The selected candidate must be fluent in German and English (both written and oral)

Vorteile

syncreon offers exciting and challenging roles within a growing international organization. We strive to hire and develop the right people, locally and globally; stimulating personal growth and self-development within an informal atmosphere. We offer a market competitive salary and benefits package.

Information

This position will require European travel to locations in Germany, Hungary, UK and Netherlands.

Please upload your application in English via the **“Apply”** button or via the [Link!](#)