

Global Head of HR (m/f)

One of the world's largest manufacturer of formwork, scaffolding and engineering our client belongs to the "hidden champions" recognized for highest technical standards and innovation. Working on sophisticated projects such as skyscrapers, towers, tunnels, bridges, industrial and water retaining structures, housing and multi storey buildings, the company holds a unique position. With a large number of international subsidiaries across the world, the organization still expands into new markets e.g. in Asia and Middle East. The company combines the sustainability of a family-owned company with a global player's economic success. Revenues are about € 1,300 million with 7,700 employees with continued double digit growth over many years.

The Global Head of HR is working closely together with the Top Management of the Group and expected to contribute to the company's strategy with responsibility for the people agenda. Acting as major point of contact the Global Head of HR provides advice and guidance to key stakeholders. The decentralized company is about to strengthen corporate standards in HR. This applies to global talent management, leadership development, compensation & benefits and the review of processes. As counterpart for the executive committee the Global Head of HR is in charge of the HR strategy for future growth and drives the change process, takes overall leadership for the HR heads in the countries and ensures a smooth transition.

RESPONSIBILITY:

- Align the entire HR function with the business goals and values of the company. Support the business strategy and ensure the implementation of HR aspects
- Act as a Business Partner for the Executive Committee providing overall HR direction and insights in HR matters
- Lead, motivate and develop the HR team with 28 employees in Germany and support HR international, ensure compliance for HR programs and policies worldwide
- Continuous process improvement, ensure the use of best-in-class HR tools, resources and programs; provide consistent, competitive and high quality HR services
- Act as a professional counterpart for the Works Council/Group Works Council in Germany and occasionally for the unions

IDEAL PROFILE:

- Significant experience as HR generalist with a minimum of 10 years in an operational HR role
- Ideally background in the manufacturing industry, familiar with working across multi-national and multi site environments, understanding of the needs and requirements at the site as well as at headquarters
- Familiar with best-in-class HR methods, tools and principles focused on organizational development, HR strategy, recruiting and redundancies, HR planning, HR marketing and employer branding, HR development, labor law and works council topics, remuneration and payroll
- Experienced in building partnerships across various functions and working in a collaborative manner, building strong relationships with all stakeholders
- Experienced in transitions, feeling at ease working in and contribution to an evolving HR platform
- Fluent in English and German

The top HR executive acts within a growing and international company as a Member of the Expanded Management Team and reports to the CFO. The position is based close to Ulm.

Please refer to number HRM-0112660816F when sending your application to Anna Gremmers, Spencer Stuart & Associates GmbH, E-Mail: german.hrpractice@spencerstuart.com

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