

With a strong brand name, our client is a family-owned, mid-sized Champion in the fields of medical and hygiene products. The core of the portfolio is made up of professional system solutions in the key segments wound treatment, incontinence hygiene, and infection prophylaxis. The main focus is on professional users in hospitals, medical practices and nursing homes, while other activities such as for end consumers are sold through pharmacies and retail. Global presence is ensured with 10,000 employees working across 30 countries and further cooperation with distributors. Revenues exceed 1.8 bn with continuous growth. Currently the company is undergoing a transformation to prepare for the future. With full support from the CEO HR is empowered and set up as a state of the art function. Two top HR executives will complete the HR Leadership team:

HR Business Partner Germany (m/f)

The important position HR BP Germany is newly created and in charge of all employees working in Germany. In addition, the HR BP Germany provides HR support for all Corporate Functions at headquarters as well as provides functional guidance towards employees allocated to several wholly owned subsidiaries according to the matrix structure. In total, the entire headcount is 4,500. Key responsibilities include acting as a facilitator of change for the executive committee, installing HR standards and ensuring consistency towards the external world (e.g. when hiring top talents) as well as facilitating consistent use of HR processes throughout the organisation. The HR BP will represent and live the spirit of change and will act as role model for the entire organization regarding the positive impact of HR on the organization. The position reports to the Global VP HR.

RESPONSIBILITY:

- Work closely with the line management in Germany and the management of sub-groups to ensure business needs in the German market are met
- Act as a Business Partner for the Corporate functions providing overall HR direction and insights in HR matters
- Act as a counterpart to the Executive Board as a business partner taking care of individual topics
- Contribute and participate in the ongoing change of the entire organization through ensuring HR processes and structures are implemented and applied on all levels and across the organization
- Lead, motivate and develop the HR team with a size of seven employees
- Recruit key functions at the site and across the Headquarter and Germany

IDEAL PROFILE:

- 5-10 years of experience in HR gained in a company environment working according to best practice in HR, a FMCG environment might be helpful
- Expertise as a HR generalist and/or Business Partner with focus on organizational development, talent management with exposure to the top management level, familiar with best-in-class HR methods, tools and principles
- Understanding of matrixed companies, experienced in building partnerships across various functions and working in a collaborative manner, building strong relationships with all stakeholders
- Staying power and stature to participate in a transition, proofed experience in change, feeling at ease working in and contribution to an evolving HR platform
- Bachelor's degree in HR, business economics or equivalent, fluent in English and German

Global Head HR Labor Relations & Mobility (m/f)

Embedded in the overall global HR strategy the Head of Labour Relations/Labour Law & Global Mobility will conceptually design a specific strategy and implement a robust and systematic process across the global organisation. Labour Relations/Labour Law and Mobility will be set up and led as a Center of Expertise providing advice and structure for all stakeholders involved. Alongside the continuous growth and internationalization strategy, including M&A activities, the Head of Labour Relations/Labour Law and Global Mobility will support the strategy already during the early stages by a thoughtful due diligence of all relevant aspects including respective proposals for potential actions reflecting business requirements and economic goals. With increasing talent development activities across the international organization, mobility requires a systematic approach and aligns the function with the related HR functions such as compensation & benefits. The position reports to the Global VP HR and leads a team of 3 employees.

RESPONSIBILITY:

- Define, implement and operate the global labour relations/labour law strategy for the group
- Define and establish group standards in contract management, labour conditions, works council agreements, co-determination requirements and international assignments

IDEAL PROFILE:

- 5-10 years of experience in Human Resources
- Expertise in labour relations/labour law topics covering the requirements of a globally operating group with multiple subsidiaries and contractual partners; ideally complemented by know-how in global mobility/international assignments

- Develop and implement labour relations processes related to people development, compensation and pension structures, organisational changes and labour law issues
- Counsel and guide the senior management regarding labour law topics in line with strategic decisions i.e. organisational changes, restructuring and important individual/collective legal topics and contracts
- Cooperate with works councils (different bodies for group, company, plant); cooperation/joint projects to further improve relationship and established processes and unions
- Define, implement and operate the global mobility/international assignment strategy for Group including all standards, processes and guidelines, provide counselling and advice in all related matters
- Interact with external counterparts on contractual issues in line with labour law compliance, state officials/court in relation to major law cases, international law firms, as well as regarding specific international assignment services
- Familiar with up-to-date labour relations/labour law requirements, guidelines and processes; holistic knowledge of other HR tools and principles i.e. regarding international organisational development, talent and performance, leadership programmes, learning & development and the interfaces with labour relations/labour law/co-determination
- Experienced in cooperating with works councils and unions. Sound experience in negotiating important labour relations and tariff
- Understanding of matrixed companies, experienced in building partnerships across various functions and working in a collaborative manner, building strong relationships with all stakeholders
- Staying power and stature to participate in a transition, proofed experience in change, feeling at ease working in and contributing to an evolving HR platform
- Degree in jurisprudence with focus on labour law, fluent in German and English

Both positions act within a growing and international company as a Member of the Global HR Team and reports to the VP HR. The positions are based in Heidenheim/Brenz.

Please refer to number (HRM0113681016F) when you are interested in the role HR Business Partner Germany or (HRM0113691016F) when you are interested in the role Global Head HR Labor Relations & Mobility. Please send your application to Anna Gremmers, Spencer Stuart & Associates GmbH, E-Mail: german.hrpractice@spencerstuart.com

Spencer Stuart is one of the leading global Executive Search firms. The confidential handling of all data is of course guaranteed.

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