

## **HR Specialist – Labour & Employee Relations**

We currently have a vacancy for a HR Specialist (Labour and Employee Relations) to be part of our Brambles HR team based in Cologne. The primary role of the Labour and Employee Relations role includes consulting and providing guidance to leadership and employees with regard to company policy, practices, and German labour and employment laws, conducting internal workplace investigations and creation of ER policy and training. Part of the role will also involve Field Support activities in providing direction and support to employees, supervisors and managers in areas, as well as ensuring the field service support delivery model meets client needs by acting as Liaison between HRBPs and field employees and the HR Shared Services team.

### **Skills and experience required**

- Strong understanding of all aspects of German labour, employment and human resources related laws, regulations, policies, principles, concepts and practices
- Strong overall background in HR with Specialist knowledge and understanding of German labour and employment law
- Proven track record and minimum of 5 year's experience in conducting internal Employee Relations investigations
- Proven experience in managing multiple projects with strong time management and prioritization skills
- Proven business acumen, strong decision-making, and root cause/analysis skills
- Ability to assess sensitive and complex employee relations issues in a confidential, objective, and systematic manner
- Demonstrated problem-solving and decision-making skills.
- Ability to work collaboratively, lead and influence at all levels within the organization, and make decisions while keeping partners and leaders informed
- Proven ability to challenge organizational thinking and credible in approach
- Demonstrated strong written/verbal communication and facilitation/presentation skills with excellent overall stakeholder management skills.
- Demonstrated strong research skills.

- Must speak fluent German and English

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