



HR MANAGER (M/F/D)

JOB ID 190952

Our client is leading company (Joint Venture) in cutting edge sensing technology with over 4 decades of experience in environmental sensor technology. Its solution portfolio covers products for air quality sensing, humidity and temperature sensing, ultrasonic flow sensing, time-to-digital converters and pressure sensor development. Its products will be sold within well-known global industry partners, covering Automotive, Telecommunication, Industrial Control and Home Appliance companies all over the world.

To strengthen the team of our client at his site in **Eindhoven (NL) in combination with Home-Office duties (DE)** we are currently looking for a **HR-Manager (m/f/d)**.

Key Responsibilities

- Develop and implement HR strategies and initiatives aligned with the overall business strategy
- Lead and manage the recruitment and selection process
- Assess training needs to apply and monitor training programs
- Report to management and provide decision support through HR metrics
- Ensure legal compliance throughout the human resource management cycle
- Creating and revising job descriptions
- Developing, analyzing, and updating the company's salary budget and evaluation program
- Developing, revising, and recommending personnel policies and procedures
- Maintaining and revising the company's handbook on policies and procedures
- Overseeing exit interviews
- Recommending new policies, approaches, and procedures
- Select and supervise Human Resources consultants, attorneys, and training specialists, and coordinate company use of insurance carriers, pension administrators, payroll provider and other outside sources
- Oversee and manage the performance management system that includes objective settings (KPI's), performance development plans and employee development programs
- Formulate and recommend Human Resources policies and objectives for the company on any topic associated with employee relations and employee rights
- Establish the company wage and salary structure, pay policies, and oversee the variable pay systems within the company including bonuses and raises
- Direct the preparation of information requested or required for compliance with laws
- Manage a process of organizational planning that evaluates company structure, job design, and personnel forecasting throughout the company; make recommendations to executive management
- Install an effective and meaningful HRIS
- Manage an effective payroll and the third-party payroll providers within the relevant jurisdictions (The Netherlands, Germany, Italy and China)
- First contact person for Works Councils and employee representatives



Your Profile

- Minimum of a bachelor's degree or equivalent in Human Resources, Business, or Organization Development
- Proven working experience as HR manager or other HR executive in a mid-sized international, multicultural and dynamic environment with highly skilled staff
- Competence and willingness to build and develop the HR-function in parallel to the further development of the company/group
- Competence to build and effectively manage interpersonal relationships at all levels of the company
- In-depth knowledge of and hand-on experience with labour law, local compliance and HR best practices
- Knowledge and experience in employment law, compensation, organizational planning, recruitment, organization development, employee relations, safety, employee engagement, and employee development
- Demonstrated ability to serve as a knowledgeable resource to the executive management team that provides overall company leadership and direction
- General knowledge of various employment laws practices and experience
- Experience in the administration of benefits and compensation programs

If the described job definition is interesting for you and you fulfil the necessary requirements, we are glad to receive your job application via mail (R.Krahberg@ah-recruitment.com).

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