

Global Human Resources Business Partner (f/m/d)

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Company: HITACHI ENERGY LTD

Location: Kraków

Category: other-general

Description

Hitachi Energy is seeking an experienced Human Resources Business Partner as HR leader for our High Voltage Operations and Feeder Factory Team as well as for Sales & Marketing. The HRBP will support global HR Projects in addition.

As a core member of the global High Voltage Operations/Feeder Factory team as well as the High Voltage HR Leadership team the HR Business Partner is accountable for the overall HR contribution and value-add to the business, translating business goals into HR priorities and ensuring effective implementation in partnership with our centers of expertise (COEs) as well as HR operations.

The HRBP will partner with business leaders to: Set and implement people strategy, develop and drive talent outcomes, support business goals and initiatives by ensuring relevant people capabilities and organizational effectiveness, counsel and coach business leaders and advise on solutions; Represent business needs in interfacing with centres of expertise and HR operations.

Your responsibilities

Strategy leadership Set and implement people strategy in the regional organization in line with global business unit and global HR function strategy covering culture, competence, and organization.

Capability/Workforce Planning Ensure people and organizational capabilities required in the mid-long term are understood and actioned. Ensure that the business positions in the short

term are adequately staffed to meet or exceed the annual business targets.

Organizational Design & Developments: Implement the operating model and optimize organization structures and principles in line with group and global rules and standards, including the Hitachi Energy Job Structure.

Performance Management Builds a high performance culture in the organization; Implement group and global business performance standards, KPIs, and targets to enhance business performance; Recognize and reward high performance in individuals and teams.

Competence Development Decide on competence actions to support business strategy. Implement learning and development activities to build and improve competence in collaboration with the HR Talent team.

Talent Management In close collaboration with Talent Partners in the CoE, set and implement strategies and actions to ensure a healthy and sustainable talent structure in the organization, including recruitment, identification and succession planning on business critical position, diversity and inclusion

Remuneration Competitiveness and Personnel Cos Decide competitiveness position and compensation elements based on business need and in line with group and global strategy and policy; Monitor personnel cost development in the business and take corrective actions where needed.

Change Management Decide on change management needed to support business strategy and plan; Implement necessary measures and actions to facilitate change, including communication, reorganization, performance management, motivation, recognition.

Safety & Integrity Implement HSE and business compliance standards and regulations in the area of responsibility. Role model the Hitachi Energy and Group standards,

Standards and governance Implement and ensure compliance with global and local standards, rules, tools, policies and processes related to operations/project execution and share functional best practices and lessons learned across the organization.

People leadership and development Ensure that the area of responsibility is properly

organized, staffed and directed. Build an effective, capable and high performing team.
Develop talent.

Labor Relations Partner with managers, union representatives and employees to understand current issues that can be supported or addressed through HR practices, processes, or policies Leads discussions and owns the relationship with local collective bargaining and information / consultation groups where applicable.

Your background

Masters' degree in human resources management, labor law, organizational behavior or business-related field.

Minimum of 10 years of Human Resource generalist experience, including experience in manufacturing environment ideally gained in a global, multi-national matrix environment.

Strong track record in change management, organizational and talent development as well as capability building

Proven ability to effectively coach employees and management through complex and difficult issues and strong problem solving ability

Ability to thrive in an ambiguous and rapidly changing environment.

Data literacy

Labor relations experience in a union environment including labor contract negotiation

Excellent communication, collaboration and influencing skills

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