

Resource Management Specialist

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Company: Fresenius Medical Care, Europe, Middle East, and Africa

Location: Wrocław

Category: other-general

Fresenius Medical Care is a people business. Our success depends on having the best and brightest employees, and helping them attain their personal and professional goals while delivering excellence in patient care and business results. Our employees embody our culture which is based on six core values supporting our promise to improve the quality of life of every patient every day. These core values are: Patients and Partners First, Honesty and Integrity, Quality and Compliance, Collaboration, No-Limits Mindset and Results Oriented.

Your responsibilities:

Tracks headcount management reporting from demand and change management, finance and operational excellence teams

Apply sound judgment and demonstrate comfort with ambiguous requests

required to keep Central Database updated, Review actuals and provide monthly information for Variance Analysis

Tracking Workday Requisitions for FTE realization against planned/agreed hiring coming through Change Management. Cooperate with Change Management Team.

Tracking FTE realization for FME25 transitions. SMs to capture the HC needs during transition discussions, cooperation with the Resource Management coordinator.

Weekly discussions with TA/HR across all hubs to go validate all open requisitions and cross check FCST with actual recruitment needs.

Validation of HC baseline of business cases for GBS initiated FTE adjustment change requests, cross checking with HR & Finance, and facilitating updates.

Efficiency realization tracking by Opex but releases confirmation via Resource mgmt

Collaboration with OPS, Service Management, GBS Finance, OPEX & TA/HR on variances & related action plans

Reporting to GBS Leadership

Design, implement & operate processes related to Resource Management activities

Our requirements:

University degree in economics, business administration, finance or relevant field

3 years' previous work experience in forecasting and capacity planning, automation and data management, reporting or relevant experience

2 years' experience in Power BI or related business applications

In-depth understanding of Global Shared Services and Finance & Accounting (Procure to Pay, Order to Cash, Record to Report, Financial Planning & Analysis)

Experience in dealing with multinational stakeholders in an international environment

Able to analyze data and statistics and translate results into better solutions

Excellent interpersonal relationship skills

Strong attention to detail

Critical thinking and ability to work with deadlines

Fast learner and able to handle ambiguous tasks and complex data sets

Highly motivated and self-driven, comfortable taking direction and balancing independent thinking under short deadlines

Our offer:

Private medical care in LuxMed,

PZU life Insurance,

Unlimited international travel Insurance,

Benefits System platform (multisport card, cinema tickets, online shopping etc.)

Language courses reimbursement,

Work abroad possibility (up to 30 days / year)

Recommendation program

Life milestone bonus

Holiday allowance

Childcare refund

Occasional gifts

Career with a purposeWe offer an opportunity to create and deliver treatments that save and change lives for the better. We'll support your ongoing development. And you'll be part of a dedicated team of people who inspire each other to create the best possible

healthcare outcomes each and every day. Inclusion and diversityJoining Fresenius Medical Care means becoming part of a team that values diversity. We embrace the wealth of different backgrounds, cultures, experiences and opinions that make up our workforce and strive to create an inclusive atmosphere in which all our employees feel valued.

StabilityDeveloping innovative products and continuously improving our renal therapies made us the clear market leader in the production of hemodialysis machines, with sustainable, profitable growth . This position provides our 125000 employees with the stability and security they need to help improve the lives of our patients.

Learning and developmentWe offer participation in programs at world-class business schools, leadership development, regular training for our nurses, health care professionals and manufacturing staff and digital access to high-quality educational content for all employees worldwide 24/7. **Local benefits**Our employees

enjoy both local and global opportunities for growth and personal fulfilment. We offer local benefits designed to suit the requirements of the respective country and place of work to create ideal conditions everywhere.

Work-life balanceWe want to empower people to deliver better care. Therefore, we promote a better work-life balance through flexible working

hours, part-time models, the possibility to work from home, and more.

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