

Senior HR Business Partner

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Company: HITACHI ENERGY SERVICES SP. Z O.O.

Location: Kraków

Category: business-and-financial-operations

Description

We are currently looking for candidate for the position of Senior HR Business Partner. The person hired on this position will be mainly responsible for providing on-location HR support in the assigned IT area to Employees and Managers to ensure effective and sustainable workplace relations and performance in close collaboration with HR network.

Your responsibilities

Proven results in metrics, Change Management, Recruiting, Employee Development, Performance Management and Compensation strategies.

Ability to have a balance in being strategic focused while also being a Human Resource Business Partner.

Strong interpersonal skills and ability to lead people at all levels.

Ability to facilitate and influence change. Possess effective facilitation and coaching skills.

Active affiliation with appropriate Human Resources networks and organizations and ongoing community involvement.

Well-developed team skills, unquestioned integrity, and ability to maintain confidential information, plus the experience, confidence and presence to effectively handle sensitive HR issues.

Demonstrated ability to thrive in fast-paced, innovative environments experiencing a high degree of change; must be highly adaptable.

Demonstrated energy, passion and ownership for growth as an HR professional
Enthusiastic, “creative, out-of-the-box” thinker who thrives on BIG and BOLD approaches.

Demonstrated experience working effectively in a highly collaborative environment where HR serves as a business partner to the organization.

Must be proactive, take initiative, and demonstrate the ability to handle multiple projects, changing priorities and frequent heavy workloads which may require work outside of normal business hours.

Business-focused with the ability to think critically and analytically.

Strong organizational skills and a detail-oriented approach in day-to-day workflow.

Assist with employee performance management activities including annual reviews, success planning and compensation.

Your background

Bachelor and/or master’s degree in Human resources, Business Administration, Law or similar

Solid previous experience in HR function (minimum 10 years) is a must.

Ability to move in an international & global environment and balance different stakeholders.

International experience

Strategic & Growth mindset as well as data analysis and ability to deal with complex & matrix organization.

Previous experience on HR Project management would be a nice to have. Excellent communication skills in English and Polish, both written and spoken. Demonstrate planning and organizational skills.

Forward-thinking to develop and implement new ideas.

Proficient in the polish labor law application

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