

Senior HR Manager

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Company: PL18 Alcon Polska Sp. z o.o. Company

Location: Warsaw

Category: other-general

At Alcon, we are driven by the meaningful work we do to help people see brilliantly. We innovate boldly, champion progress, and act with speed as the global leader in eye care. Here, you'll be recognized for your commitment and contributions and see your career like never before. Together, we go above and beyond to make an impact in the lives of our patients and customers. We foster an inclusive culture and are looking for diverse, talented people to join Alcon.

As **Senior HR Manager** you will be responsible for provides HR leadership and consultation to business leaders and line leaders on people related matters and helps solve organizational challenges through people-related solutions. Senior HR Manager is responsible to support the country commercial and functional organization and the Alcon Shared Service Center in Poland (approx. 450 employees). Develops and accountable for execution of people strategies that support Alcon's mission: "to help people see brilliantly". Drive value creation for Alcon in the areas of people, organization and culture. Fosters an inclusive work environment and is an advocate of Alcon's values & behaviors.

In this role, a typical day will include:

- Execute HR strategies that support business goals and roll out corporate programs
- In partnership with people leaders delivers Alcon's core HR services and ensures an optimal associate experience.
- Ensures timely execution of all people-related processes in the region.
- Ensures the right organization design for the business
- Supports the execution of talent management processes

- Coaches business leaders on all HR-related topics (e.g. culture, associate experience, change management, talent management and career development, etc.).
- Accountable for driving high-quality talent bench, through selection process, equitable compensation practices and adequate talent development.
- Responsible for execution of all culture initiatives to maintain strong engagement and retention in the organization
- Supports diagnostic intervention and problem resolution strategies to contribute HR point of view to business issues.
- Responsible for Employee / Labor Relations & Legal Requirements, and partners with global ER on complex ER matters
- Understands Polish labor law and regulations
- Risk Management and Governance. Adhere to company level controls in the area of HR and observe Good Practices (GXP), corporate policies and procedures and local law

WHAT YOU'LL BRING TO ALCON:

- 7-10 years experience in Human Resources, including demonstrated people leadership
- The ability to fluently read, write, understand English and Polish
- Bachelor's degree or equivalent combination of years and education of directly related experience.
- Extensive knowledge of HR processes
- Effective stakeholders management and excellent communication skills
- Good understanding of local regulations

HOW YOU CAN THRIVE AT ALCON:

Opportunity to work on best-in-class Organization among Medical Devices/Equipment sector

Opportunity to work in a high paced agile environment

Work with people who are passionate of delivering outcomes and a culture of simplification and ownership

Possibility to influence the design of the solution responding to business needs to enhance customer experience

Collaboration and frequent direct interactions with business stakeholders

Truly international environment and daily interactions with colleagues from all over the world

Attractive benefits package (company car, dedicated parking spot, private medical care, group insurance, lunch card, pension plan, Multisport/cultural card, free Alcon products for you and your significant, other)

Permanent employment contract, attractive base salary and annual bonus

Flexible hours and hybrid work possibilities

Brand new office in Marynarska 15, Warsaw, with a lot of facilities inside

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