

Poland Jobs Expertini®

Senior HRBP Warsaw Tech Center

[Apply Now](#)

Company: Santander

Location: Warsaw

Category: other-general

Senior HRBP Warsaw Tech CenterCountry: Poland

Manages and supervises business recruiting and staffing. Monitors employee counseling whilst supporting the organizational goals.

Santander Corporate & Investment Banking (Santander CIB) is Santander's global division that supports some of the world's most complex and sophisticated corporate and institutional clients, offering customized services and value-added wholesale products to best meet their needs.

We embrace a strong risk culture and all our professionals at all levels are expected to take a proactive and responsible approach toward risk management.

Santander is proud of being an organization where there are equal opportunities regardless of gender identity, culture, and disability. Our mission is to contribute to help more people and business prosper.

You will be part of a Global and multicultural team in Santander Digital Services, the IT and Ops global company in Santander Group, to foster our transformation and growth, specifically focused on building our Global IT hub in Warsaw and the rest of global teams.

ROLE RESPONSIBILITIES :

Provide strategic advice, solutions, and support to business leaders in people management specially in the Talent Acquisition Plan to build and maintain IT HUB in Poland including building proposal of the annual e-branding activities calendar and executing it, contribution to Young Talent & Academies initiatives design and graduates' incorporation into the organization and close cooperation with Sourcing Team in respect to internalizations of

external resources especially in case of international corridors

Stimulation & facilitation of mobility between the teams and different locations

Managing relationship with the headhunters and other relevant external partners

Proactively identify HR-related needs, challenges, and opportunities within assigned business units and develop tailored solutions.

Manage end-to-end employee lifecycle processes, including recruitment, onboarding, performance management, and offboarding. Set and implement guidance and rules initiatives and programs aiming to improve employee experience.

Act as a trusted advisor to managers and employees, providing coaching and guidance on various HR matters.

Drive initiatives that enhance employee development, growth, and retention, such as training programs, career path, and succession planning including coordination of the implementation of HR corporate policies and practices.

Facilitate effective communication between management and employees, addressing concerns, resolving conflicts, and maintaining a positive work environment.

Ensure compliance with labor laws and company policies.

Provide and analyze HR metrics and trends to provide data-driven insights and recommendations for continuous improvement.

As a member of a global company, Santander Digital Services, you will lead and participate in cross HR projects for IT & Ops community.

Create strong relationships with stakeholders not only in the business you will attend, but among the rest of the HR teams in IT and Ops Global community.

EDUCATION & EXPERIENCE :

Bachelor's degree in human resources, Business Administration, or related field; master's degree preferred.

years of experience as an HR Business Partner or similar role, with a track record of successfully

partnering with business leaders.

Previous experience in working with Technology teams – understanding of the Technology environment.

Strong knowledge of employment laws, regulations, and best practices.

Excellent interpersonal and communication skills, with the ability to build relationships at all levels of the organization.

Proven ability to drive change, influence decision-making, and handle sensitive and confidential information.

Demonstrated experience in employee relations, performance management, and conflict resolution.

Ability to work in fast pacing environment and manage simultaneously operational and strategic tasks.

Fluent English

Hybrid work model

[Apply Now](#)

Cross References and Citations:

1. Senior HRBP Warsaw Tech Center [Nursejobsnearme](#) Jobs Warsaw [Nursejobsnearme](#) ↗
2. Senior HRBP Warsaw Tech Center [Notaryjobs](#) Jobs Warsaw [Notaryjobs](#) ↗
3. Senior HRBP Warsaw Tech Center [Studyjobs](#) Jobs Warsaw [Studyjobs](#) ↗
4. Senior HRBP Warsaw Tech Center [Thecareerjobs](#) Jobs Warsaw [Thecareerjobs](#) ↗
5. Senior HRBP Warsaw Tech Center [Javascriptjobs](#) Jobs Warsaw [Javascriptjobs](#) ↗
6. Senior HRBP Warsaw Tech Center [Biomedicaljobs](#) Jobs Warsaw [Biomedicaljobs](#) ↗
7. Senior HRBP Warsaw Tech Center [Laboratoryjobs](#) Jobs Warsaw [Laboratoryjobs](#) ↗
8. Senior HRBP Warsaw Tech Center [Javascriptjobs](#) Jobs Warsaw [Javascriptjobs](#) ↗

9. Senior HRBP Warsaw Tech CenterMaxillofacialjobs Jobs Warsaw Maxillofacialjobs ↗
10. Senior HRBP Warsaw Tech Center Trendzfurnitures Jobs Warsaw Trendzfurnitures ↗
11. Senior HRBP Warsaw Tech Center Orthopedicjobs Jobs Warsaw Orthopedicjobs ↗
12. Senior HRBP Warsaw Tech Center Gigajob Jobs Warsaw Gigajob ↗
13. Senior HRBP Warsaw Tech Center Jobsearchnews Jobs Warsaw Jobsearchnews ↗
14. Senior HRBP Warsaw Tech Center Gurujobs Jobs Warsaw Gurujobs ↗
15. Senior HRBP Warsaw Tech Center Videographerjobs Jobs Warsaw Videographerjobs
16. Senior HRBP Warsaw Tech Center Newzealandjobs Jobs Warsaw Newzealandjobs ↗
17. Senior HRBP Warsaw Tech Center Latinamericajobscentral Jobs Warsaw Latinamericajobscentral ↗
18. Senior HRBP Warsaw Tech Center Neurologistjobs Jobs Warsaw Neurologistjobs ↗
19. Senior hrbp warsaw tech center Jobs Warsaw ↗
20. AMP Version of Senior hrbp warsaw tech center ↗
21. Senior hrbp warsaw tech center Warsaw Jobs ↗
22. Senior hrbp warsaw tech center Jobs Warsaw ↗
23. Senior hrbp warsaw tech center Job Search ↗
24. Senior hrbp warsaw tech center Search ↗
25. Senior hrbp warsaw tech center Find Jobs ↗

Source:<https://pl.expertini.com/jobs/job/senior-hrbp-warsaw-tech-center-warsaw-santander-9d6b3722ae/>

Generated on: 2024-05-05 by Expertini.Com