

Für unseren Auftraggeber, ein weltweit tätiges und bekanntes Produktionsunternehmen mit Hauptsitz in der Schweiz und mehreren Geschäftsstellen weltweit suchen wir für den Standort Winterthur eine strategisch, konzeptionell denkende Persönlichkeit mit interkulturellen Management-Fähigkeiten.

Head of Corporate Human Resources (m/w)

Responsibilities

- Serves as the Head of Corporate HR for the Company with nearly 1700 employees
- Senior HR Business Partner to HQ (Group CEO, Group CFO, Corporate function heads, in total ca 30 employees) by providing strategic and hands-on team support with day-to-day HR needs
- In partnership with the Group CEO to set talent agenda for the business; talent Developer of the HR team of direct and indirect reports
- Creates, drives, and executes strategic workforce planning, succession planning, and organization structure input to achieve business function targets and milestones; integrated partner in the Talent Acquisition process from recruitment through onboarding; encourage building strength through diversity and inclusion
- Provides partnership to the business function to identify strategies to increase employee engagement through effective communication, policies, and practices
- Develops people strategies and drive a high performance culture through talent management, performance management, and leadership development (e.g. coaching, counseling, career development, disciplinary actions)
- Identifies training needs for business functions and individual executive coaching needs
- Informs SEC on business needs and deploys core HR initiatives (annual performance review, engagement, talent planning, etc.) to the regions
- Advocates business needs with SEC; adapts core HR initiatives for relevant deployment in the regions
- Develops an in-depth knowledge and understanding of core HR initiatives
- Creates project plans that are business minded and ultimately drive flawless execution

Key Competencies

- Vision and Strategy: Strategic Thinking - anticipates vs. reacts. "Big-picture" thinking
- Operational Excellence - ability to identify necessary actions to achieve results. Works with a sense of urgency and has exceptional time management skills. Strong result orientation
- Business Partnership; Strong business acumen, Collaboration - leads with a teamwork mentality, puts the success of the group/team above individual success
- Thinks Critically - decision quality, ability to assess complex situations, take appropriate partnerships and identify resolution. Make wise, informed decisions... even when faced with ambiguity
- Communicates effectively - listens and seeks to understand needs; ultimately establishing credibility within the HR function and the regions. Has the empathy to building relationships, read different situations and provide guidance to your teams based on a variety of inputs

Skills, Abilities, Experience & Qualifications

- Strong loyalty to and trusted person for the Group CEO
- Bachelor's degree required; bachelor's in business administration with an emphasis in human resources preferred
- Professional Human Resources certification preferred
- 15+ years responsible professional experience within the area of human resources required; at least 5 years of developing a high-performance HR team, preferably in a multinational context
- Strong HR consultation experience; enthusiastic advocate for the Company brand; vision to meet staffing objectives and partner with the business leaders to attract and retain the best candidates

- Exercise good judgment and intuitiveness while being persuasive, positive, collaborative and team-oriented
- Excellent listening and communication skills (both verbal and written)
- Relationship builder who can develop strong relationships with all levels of the organization
- Strong critical thinking and analysis skills
- Excellent ability to prioritize and juggle multiple tasks simultaneously
- Advance skills of Microsoft Office products and technical savvy enough to learn and adapt to new technologies quickly
- Knowledge of recruiting principles, strategies and best practices
- Excellent written and verbal communication skills

Unser Angebot

Eine einmalige Herausforderung mit hohem Selbstbestimmungsgrad, weitem Aktionsradius sowie breitem Aufgabenspektrum. Eigenverantwortung, Professionalität und die Identifikation mit dem gesamten Umfeld prägen Sie selber mit.

Ihr Ansprechpartner

Lassen Sie sich von uns über das spannende Aufgabengebiet und weitere Details näher informieren. Herr Roger Büchi freut sich auf Ihre Bewerbungsunterlagen vorzugsweise per E-Mail an info@ultimativo.ch mit der Referenznummer ROB1881. Absolute Diskretion ist selbstverständlich.

➔ Weitere interessante Stellen finden Sie unter www.ultimativo.ch/vakanzen/