

HR BUSINESS PARTNER

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Company: CRIF

Location: Iași

Category: business-and-financial-operations

HR Business Partner

Role and Main Responsibilities

The person will be inserted inside the Hr department, playing a major role in shaping and implementing the HR strategy and programs in support of short-term and long-term business goals with the overall goal of attracting, retaining and developing the best talents for the Company.

The job responsibilities include: talent acquisition, performance management, trainings, employee relations, project management and overall support of HR services.

HR management for the company;

Drive the entire HR lifecycle in the assigned organization (Recruiting, Onboarding, Development and Separation);

Plan and organize various recruitment activities independently, exploit different recruitment channels, mass recruitment, campus recruitment and etc; Cooperate with business departments in recruitment process, develop and maintain recruitment and interview methodology;

Play a key role in implementing human capital initiatives to include: performance management, organizational effectiveness, career path development, succession planning, team building, retention initiatives and process improvement strategies.

Monitor and assist BU leaders in the interpretation and enforcement of Human Resources

policies and procedures

Supports the implementation of appropriate HR solutions aligned with business direction and implements global/standardized HR processes at the local level

Manages challenging and complex employee relations matters

Supports the implementation of organizations and cultures that drive innovation and employee engagement and supports the implementation of structures and strategies to improve individual and organizational performance

Act as an internal consultant to executives and management on all Human Resources strategies, initiatives, and issues.

Lead and partner on internal HR process improvement and key strategic initiatives projects

Develops and monitors Human Resources annual budget on the base of HQ standards and schemes

Skills and Desired Requirement

Lead and partner on internal HR process improvement and key strategic initiatives projects

Demonstrated experience and/or knowledge in organizational development, change management, employee relations and leadership development

Demonstrated ability to drive human resource strategies and programs in a complex environment at the most senior levels of an organization.

Minimum of 2 years of HR experience (as for instance HR Generalist or HR Business Partner or Talent Acquisition Senior) within a multinational corporation;

Strong communication (verbal and written) and presentation skills, including the capability of providing direction and feedback to internal and external stakeholders located locally and remotely;

2+ years experience in recruitment field, preferable with high tech. companies;

Proven success in driving organizational change;

Good knowledge of labor law;

Demonstrate ability to contribute to wider business and outside area of own expertise;

Multinational background;

Ability to work effectively and constructively in a team environment or independently;

Commitment to continuous improvement and further skills development;

Ability to form strong relationships with internal and external stakeholders and represent the Company professionally;

A University degree or equivalent. Major in Human Resources and International Business Administration or a relevant field will be a plus;

Excellent communication skills – both written and verbal;

Effective interpersonal skills;

The ability to maintain confidential information;

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