

HR Plant Specialist

Ref.183314 - 24/09/2023 - Begur (Girona)

Funcions i requisits de la vacant

HR Plant Specialist

The role of HR Plant Specialist covers the Iberia country organization.

Key responsibilities:

- ? Support Management with employee relations, grievances, or other issues
- ? Manage industrial relations with key stakeholders including employee representation and trade unions.
- ? Manage the HR operative processes, payroll, contracts, Social Security, with the support of an external partner.
- ? Maintain the pay plan and benefits program.
- ? Follow the day to day manufacturing matters participating in all manufacturing meetings.
- ? Support current and future business needs through the development, engagement, motivation of our employees
- ? Nurture a positive working environment.
- ? Recruitment, selection, and onboarding process for all operative level employees.
- ? Coordinate the annual performance management process which drives high performance.
- ? Coordinate the annual employee review and development process.
- ? Assess training needs and develop and monitor training programs.
- ? People development pillar leader of the World Class Armacell Continuous improvement program
- ? Drive adaptation and good use of the People System (Workday)
- ?? Ensure legal compliance throughout human resource management.

Key Requirements:

- ? Degree in Labor Relations (relaciones laborales), Law, or similar.
- ? Working experience in human resources at manufacturing environments and in all the areas of labor relations is essential.
- ? Experience in HR administration and payroll management
- ? Very fluent in English is essential, we would like to have someone as well fluent in French.

Relevant competences:

- ? Excellent active listening, negotiation, and presentation skills
- ? Ability to build and effectively manage interpersonal relationships at all levels of the company.
- ? People oriented and results driven.

? Hands on approach and can-do mentality

Condicions que ofereix l'empresa

Horari: Horario flexible

Perspectiva de la feina: Multinacional Alemana consolidada y
líder en el mercado

Salari: En función de la experiencia

El salari es negociable

Estudis

És valorable

Grau amb titulació Dret

Grau amb titulació Relacions Laborals

Llicenciat amb titulació Ciències del Treball

Grau amb titulació Psicologia

Diplomatura amb titulació Rel. Laborals/Graduat Social

Idiomes

Castellà - B2 - Avançat (Valorable)

Anglès - B2 - Avançat (Imprescindible)

Francès - B2 - Avançat (Valorable)

Professions de la feina

Responsable de Personal

Responsable de Relacions Laborals

Tècnic/a laboral

Experiència laboral

És valorable

Experiencia como responsable de recursos humanos y relaciones laborales en planta industrial

Nivell d'experiència: Tècnic / Especialista

Anys d'experiència: 3 anys

Empresa

Empresa: Armacell Iberia

Sector: Indústria química / farmacèutica

Descripció: Marca líder mundial en aislamiento técnico flexible, Armacell ofrece materiales de aislamiento termoplásticos, sistemas de recubrimiento, soluciones contra incendios y de control de ruido, así como espumas especiales para una gran cantidad de aplicaciones industriales y diversidad de sectores.