



HR CHANGE PARTNER

We launched an internal and external recruitment & selection process for the position of **HR Change Partner**.

HR Change Partner has primary responsibility for understanding the business and business' goals and needs in order to develop and drive change management plans.

HR Change Partner position formulates partnerships across the HR function to deliver value-added service to management and employees that reflects the business objectives of the organization. The position provides Human Resource counsel to management of industrial division, contains production, supply chain, logistics, quality and site facility, and ensure compliance with Human Resources policies, procedures, programs and governmental regulations.

KEY RESPONSIBILITIES AND ACTIVITIES:

- Translate business requirements into HR goals, establish HR roadmap and relation HR action plans, drive leadership development initiatives and support organizational change initiatives in the scope of industrial.
- Turn strategic topics and ideas into concrete actions.
- Acts as the promoter of cultural change and organizational transformation.
- Execute change management plan, constantly adapting the road map according to the outcomes and reality.
- Support the managers on the headquarters to deliver their strategies, lead their people, implement change and build relations with key stakeholders for teams located in Romania.
- Maintain constant contact with stakeholders to adjust the outcomes and support them in their transformation process.
- Drive employee engagement and change management activities.
- Consult with line management, providing HR guidance when appropriate.
- Initiate and drive process of changes in employee life cycle.

QUALIFICATIONS & REQUIRED SKILLS:

- Minimum 5 years HR business partnering experience.
- Experience in international company, pharma or automotive industry is a plus (manufacturing included).
- Experience in transformation and change management, working in dynamic environment, able to assess organizational impact of strategic business initiatives; industrial experience is a plus.
- University degree.
- Strong Business Acumen.
- Coaching for performance – able to challenge and align performance process accordingly.





- Skilled in Communication (impactful, assertive and persuasive).
- Flexibility and ability to manage competing priorities.
- Sense of urgency, high autonomy & stress resistance, agile personality.
- Proven hands-on attitude, be flexible and adaptable, open minded, change leader.
- Possess strong change management, negotiation and influencing skills.
- Advanced knowledge of English.
- Excellent mastering of MS Office applications (Excel, PPT, Adobe, Project management tools).
- SAP, Workday (HRIS) experience is a plus (not a must).

Please send your application or recommendations to cariereromania@zentiva.com until **13th of August 2021** included.