



DIRECTOR PEOPLE & CULTURE

for a leading skincare brand Germany

MAIN MISSION & CHALLENGES

Inspire a culture, embraced by all employees, that embodies this company Values, thereby ensuring a passion for all our people, customer service, and the business. Providing an environment in which people can flourish through best practice, equitable, people management practices.

AREAS OF OWNERSHIP

Co-lead transformation by thinking, acting and delivering as HR business partner, providing structures and processes to support our business and organizational transformation across the following **key priorities for business and culture**:

- Grow our Direct-to-Consumer business, drive Digitization, maximise people capability and potential
- Provide direction in HR strategies, policies and the alignment of people with business requirements via talent acquisition, talent management, training and development, HR business systems, organizational design, remuneration strategies, benefits, employee relations and legislative compliance.
- Build and leverage our unique brand culture to deliver and develop the right people to foster a collaborative, entrepreneurial and daring culture of “embracing the future”.
- Provide efficient and effective service to staff and management through the multiple roles as an HR strategic business partner and leader
- Lead and rolemodel CSR strategies and programmes by actively embracing global initiatives and seeking for local topspin and/or consistent replication.
- Position is part of the director Board, reporting directly to General Manager Germany and functional relationship to HRD Europe

CANDIDATE PROFILE

- Completed Bachelor's/Master's degree
- minimum of 8 years' experience within H.R/management Position including Labour& Disciplinary Law, compensation and benefits
- High level of negotiation, interpersonal and organizing skills,
- Pro-active, quick paced, open minded and approachable, ability to embrace continuous change with a consistent, positive outlook by showing flexibility, adaptability and accountability
- Digital mindset including current recruiting tools, social media and develop employer branding by using digital networks like Kununu
- Languages: Fluent in English, French is a plus and excellent Office skills

BENEFITS

- Mobile Work policy (office location in Starnberg)
- People centric corporate culture, carried by strong values of respect and sustainability
- Strong culture of appreciation and enablement in the Global organisation
- Inhouse Bistro: healthy, regional & fresh cuisine
- Company car
- Competitive remuneration package (fix, bonus, pension plan)

ABOUT THE COMPANY

As one of the market leaders in Europe in the field of luxury cosmetics, this is an internationally known and successful skincare company. For more than 60 years, the products have stood for the highest quality, innovation and pioneering spirit. In addition to the passion for beauty, respect and a sense of responsibility are central values of the company - towards the environment, customers and employees.