



Dec Group is a fast-growing engineering company supplying pharmaceutical, chemical and food processing technologies with offices in Switzerland, Germany, Poland, the Netherlands, UK, India, US and China. Approximately 500 employees are contributing to Dec's success. We provide solutions for sophisticated production processes in diverse end-user markets and offer a comprehensive service portfolio.

We are looking for a:

Global HR Business Partner – H/F – 100%

As a Global HR Business Partner, you will play a key role in supporting business leaders in integrating human resources best practices in talent management, talent acquisition, workforce planning, employee engagement and retention, total rewards, employee and labor relations.

The contributions of this role fundamentally impact the business processes, results, and overall efficiency of both people and operations worldwide.

Your role

Workforce Planning / Talent Acquisition

- Support the business leaders in defining recruitment needs based on growth strategy and impact of changes
- Collaborate with the Senior Managers to start the recruitment process, defining compensation ranges and other requirements
- Manage recruitment processes or recruit (as required) in collaboration with third-party vendors and local HR managers located in countries.

HR projects management to support Group expansion

- Act as a change agent to help the workforce prepare and master any changes the company may experience
- Lead and support various HR projects and Support Group initiatives and implement them globally
- Support Dec expansion into new regions

HR Consulting

- Establish effective relationships with management and employees and act as a single point of contact for all Group HR related matters. Manage key position employees' lifecycle from entry to exit
- Consult and coach HR Managers with regards to employee relations, performance management, employee engagement, reward and recognition, change management and disciplinary issues
- Ensure consistency in administration of HR guidelines and practices by coaching and advising management. Provide guidance on legal compliance, compensation and benefits matters

Dietrich Engineering Consultants sa

Z. I. Larges Pièces A · Chemin du Dévent · P. O. Box 9 · 1024 Ecublens · Switzerland
Tel +41 21/694 20 40 · Fax +41 21/694 20 59 · info@dec-group.ch



Your profile

- You have 10+ years of experience working in Human Resources internationally, preferably with at least 5 years in the engineering, machinery, pharmaceutical, technology industries.
- Bachelor or Master Degree in Human Resources, Business Administration or similar field.
- Proven experience building flexible people processes and programs designed to support company expansion as they scale across multiple geographies.
- Proven project management skills with an analytical mindset and the ability to present proposals in a convincing manner.
- You'll thrive in a busy and fast-paced environment, taking a hands-on approach to challenging work.
- You love to build relationships and excel at finding practical solutions to solve business problems.
- You like to have a deep understanding of the business you support and tailor your solutions to their needs.
- You are comfortable with using your creativity to experiment and develop resolutions to complex problems that may arise in the groups that you support.
- You communicate fluently in English. Good command of French and or German is a plus.
- You are comfortable using HR tools and interested in exploring new HR technologies.

Bonus competencies and experiences

- Private equity backed company, family business HR experience
- HR plan creation to strengthen organization and support company growth
- Post-merger integration HR role
- Career coaching skills

We offer

A stable and versatile position in an international and dynamic working environment, continuous learning as well as good salary benefits.

Entry into service: ASAP or upon agreement.

Have we aroused your interest? Do not hesitate to send us your **complete application file** in full discretion by applying on the JobUP platform.

Only service offers corresponding to the requested profile will be answered.