

The FR Recruitment GmbH is specialized exclusively in search & selection of HR professionals on a permanent basis. For one of our clients, an internationally well established big player in Banking, with more than 140 thousand staff around the globe and rich in tradition with a considerable subsidiary in Frankfurt we are looking for an ambitious

Senior HR Business Partner (m/f)

to support the Investment Banking team Frankfurt am Main in all HR questions.

The offer:

- Working in a small team of HR BPs and HR Specialists, you are accountable for all HR matters of a dedicated Front Office Investment Banking area in cooperation with Global HR Directors, Global HR BPs and the local Head of HR.
- In order to start your assignment quickly you should understand the business within the defined scope (Global Markets, Global Finance, Coverage & Investment Banking) and contribute to the definition of strategy by providing the local management with strategic HR input and support the local management in leading change.
- Implement global HR policies, projects and procedures while respecting local practice and legal environment.
- Advise and provide managers and employees with the level of support needed on all HR related topics (recruitment, internal and international transfers, career management, compensation, training & strategic talent management, exit management, compliance with local law, liaison with the local workers' council, etc.) to meet their activity needs.
- Ensure that staff is treated fairly in compliance with diversity and develop their employability.
- Support managers in their employee management throughout the managerial circle (recruitment, induction, performance review, compensation and reward, people development and career management, etc.). Ensure the prevention of HR related risks.

Your Profile:

- You are an operational strategist who can very smartly balance strategic and operational needs and you drive solutions that are backed-up by facts & figures. You always engage senior stakeholders based on KPIs.
- You have strong networking / relationship building skills and you take it for granted to actively engage and align with stakeholders and peers. Hence, you are a very good listener with a high level of empathy and excellent communication / presentation skills.
- You take ownership, display a positive / can-do mindset and you think and act in solutions.
- You can act as sounding-board and coach on peer level and you are not afraid to speak up.
- You are experienced in operating in an international matrix environment.
- You have expert knowledge in the areas of Attraction & Recruitment, Talent Management, Performance Management and Change Management.
- Needless to say, you are able to work in partnership with works councils.
- Your German is fluent, your English is very strong, both oral and in writing.

Interested? Please send a copy of your CV with your salary requirements and notice period.

📍 Auf die persönliche Art.

FR Recruitment GmbH

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