

Turkey Jobs Expertini®

HR Country Manager

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Company: PaneraTech, Inc.

Location: Ankara

Category: other-general

Are you ready to take your HR career to new heights and lead HR operations in Turkiye? PaneraTech is seeking a dynamic and experienced HR Country Manager to oversee our HR initiatives on-site in our Turkiye offices. This is an incredible opportunity to make a significant impact, while enjoying the vibrant culture of PaneraTech at our Ankara locations. The HR Country Manager will report directly to the HR Department Leader in the US, making proficiency in English a necessary skill. Additionally, this role will work closely with the Managing Director in Turkiye to ensure the effective implementation of HR strategies and practices within local regulation. If you are ready to excel in your HR career, we encourage you to apply and join our dynamic team at PaneraTech, Inc!

Who We Are

PaneraTech, Inc develops unique solutions to help customers reliably make more product with their critical assets. Many heavy manufacturing industries such as steel, glass, cement, copper, and aluminum use high temperature processing to melt tons of material in a day.

We help in two main areas:

Asset Life Extension – With our patented solution in the glass and steel industry, we help manufacturers in over 40 countries make data-driven decisions using sensors, data, and AI. This results in longer asset campaigns with higher annual production.

Enabling the next generation of workers – Heavy industry has relied on the experience of employees who worked for 20-30 years in one plant. As a generation of operators and engineers retire, we bridge the experience gap with technology, data,

and expertise. We offer solutions to our customers to make their process more data-driven so that an early career workforce can flourish.

Working at PaneraTech

At PaneraTech, you will be part of a global, innovative and hybrid working team. In this collaborative and inspiring culture that is fostered by a creative and intellectually stimulating work environment, you will be encouraged to bring the best out of yourself and your colleagues. We tripled our size in 2023 and while still growing; we are looking for professionals willing to work in a fast-paced environment, cannot wait to excel in their work and are crazy about improvement! We recognize our colleagues' achievements and both individual and team performance is valuable to us.

Key Responsibilities

Responsible for all HR activities for the PaneraTech Bilisim Teknolojileri team, including learning and development, HR operations, total rewards, and employee/labor relations.

Collaborates with leadership to implement HR programs focused on accomplishing targeted HR objectives, including compensation, retention, and performance management.

Develops effective HR policies and procedures that support business growth, ensuring alignment with local regulations and cultural norms, keeps up with the new HR trends, follow the recent technologies, develop solutions using them and finding new practices especially using AI technologies.

Coordinates benefits administration, including enrollments, terminations, and claims, in accordance with local market standards and regulations.

Ensures compliance with all Turkish labor laws and regulations, providing guidance to the organization, and building out the local Turkiye HR team.

Administers compensation and benefits programs that are competitive and compliant with local market standards, including accurate payroll processing.

Implements employee engagement initiatives to foster a positive work environment,

enhance morale, promote a sense of belonging, and build a strong HR team in Turkiye.

Requirements

Bachelor's or Master's Degree in Human Resources, Business Administration, Psychology, or a related field.

8+ years of experience in leading an HR department at a small to mid-sized company (around 75 employees); experience in a technology company is highly preferred.

Comprehensive understanding of employment legislation.

Excellent command of English, both spoken and in written.

Experience with HRIS, ATS, Sourcing, and Recruitment Marketing tools.

Great communication and interpersonal skills.

Thinking and seeing 360 with a broad perspective, great analytical skills to think proactively and foresee any HR risks.

Solution-oriented, with a constructive approach.

Benefits

Competitive monthly net salary,

Private health insurance,

18 days holiday per annum,

A transparent work environment,

An agile structure that values open communication and instant feedback,

Training opportunities,

A global and diverse team dedicated to improving the company and every single colleague within.

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