

HR Director - İzmir

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Company: Page Executive

Location: İzmir

Category: other-general

Assist in change management initiatives and transition activities

Lead and direct the routine functions of the Human Resources (HR) department

About Our Client

The company is a global manufacturing company. This is a role for someone who has a passion and drive to really make a difference for the business.

Job Description

Reporting to the **CEO, Turkey** and **functionally to the VP of Human Resources, EMEA** , this role sits on the leadership team.

Key responsibilities will include:

Support the cultural transformation from a Turkish-owned environment to an international publicly traded Company, in terms of design and implementation of operational and strategic HR processes, policies and practices;

Define the ongoing impact of the HR function, through the definition of the plant resource needs, the labour cost evaluation (including salary planning and the development of employee benefits and benefits-in-kind), the identification of recruitment, training and development activities and the estimation and planning of the associated budgetary costs;

Ensure the effective execution of HR administration procedures (data for payroll, administrative employee management, HR policies) in collaboration with all units in the plant and in

compliance with applicable regulations;

Guarantee the effective implementation and management of the recruitment process for the plant, regarding human resources, through the execution of the search and selection process and management of induction activities for new employees, in consistency with the defined workforce plans, needs and profiles and inline of the assigned budget;

Ensure the appropriate management and execution of Learning and Development activities for the plant employees, in agreement with functional manager, by identifying the needs and resources in line with corporate guidelines, defined budget;

Guarantee the effective implementation and coordination of a new Performance Management process, in alignment with global policies;

Manage the local labor law requirements regarding plant employees, executing the disciplinary actions and following the whole process life cycle, in compliance with global policies and applicable regulations, including compliance and data protection policies.

The Successful Applicant

You must be able to demonstrate the following:

12+ years of experience managing a leadership role within Human Resources

Experience working in a Matrix organisation

Experience supporting HR and Stakeholders in Transformation and Change, ideally the transformation of an organisation to a global shared services model

Solid employment law knowledge and proven experience of applying updated legislation to a variety of HR situations.

Strong communication and interpersonal skills, proactive and hands-on personality

Strong planning, coordination, problem-solving skills with a structural approach

Fluent in English and Turkish

What's on Offer

A competitive remuneration package will be made available for exceptional applicants.

Cross References and Citations:

1. HR Director - İzmir TelecomjobsJobs İzmir Telecomjobs↗
2. HR Director - İzmir SanfranciscojobsJobs İzmir Sanfranciscojobs↗
3. HR Director - İzmir PlumberjobsJobs İzmir Plumberjobs↗
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