

Turkey Jobs Expertini®

Human Resources Business Partner

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Company: ASEE Group

Location: İstanbul

Category: other-general

Do you want to be part of a global team?

At Mobven, we are passionate about creating exceptional mobile solutions. Established in 2012, our company has evolved from a startup into an award-winning mobile technology company with offices in Istanbul. Mobven has been awarded as Turkey's fastest growing top 50 tech companies by Deloitte, 4 years in a row.

We continue our operations as a subsidiary of Payten, the payment solutions arm of Asseco, the 6th largest software house in Europe.

If you are self-motivated and constantly bear in mind how to add value to a company's future and its products and services, then, we are looking for individuals like you with the ambition to be game changers in the industry and to create cutting edge mobile solutions for our multinational clients.

Why is the job exciting?

As a HRBP you will:

- Use your experience to deliver best in class guidance and support to managers and employees in operational and strategic HR areas,
- Own implementation and monitoring of HR processes and policies within your client group, responsibility to attract, recruit, develop and retain employees.
- Contribute to internal or international HR projects, to support business needs and HR strategy across Mobven. Cooperate with HR teams in Asseco South Eastern Europe and Payten.
- Work hands-on on all soft and hard HR processes. Report directly to HR Manager in Turkey.

What are the Key Challenges and Goals?

You will be expected to:

- Provide high value added HR business support: understand internal customer needs, the business context and provide advice and guidance that supports business results achievement, but at the same time highly compliant with company values, policies and with legal requirements.
- Ensure staff recruitment and orientation: co-define recruitment needs with business owners, executes recruitment on assigned positions; supports induction and on-boarding process, by executing HR related operations and monitoring on the induction plan execution on the managers' side.
- Ensure accurate and timely delivery of reports: expressing HR in numbers might be challenging, but has great value for the business and thru your reporting you will be able to support understanding of the HR operations, support further business actions needed in order to retain and grow our employees.
- Ensure performance management and connected actions for the assigned business: implements thru training and communication, monitors performance management processes in order to secure continuous development of our employees.
- Perform HR operational tasks allocated to the HR team, to ensure that all deliverables expected from the local HR team are provide in time and in quality to local and group management.

We are looking for someone who has:

- Minimum 2-3 years of experience in similar role, with full coverage of soft and hard HR

topics

- Hands-on IT recruitment experience (end-to-end), experience of LinkedIn Recruiter will be advantage
- Experience with implementing, maintaining and monitoring HR processes (full employee lifecycle)
- Experience with creating, analyzing reports, drawing conclusions and presenting them to different management levels
- Ability to advise mid and senior management on HR issues and processes
- Knowledge and understanding of labor law
- Great focus on delivering results, customer focused and ability to achieve results by collaborating with the HR team members
- Exposure to multinational environments and matrix organizations
- Experience in dealing with HR operations in fast-paced, changing organizations
- Preferably worked in IT industry
- University degree in an HR related field, or HR related long term courses and yes... you should be fluent in English.

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