

## Human Resources Business Partner

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Company: Bosch

Location: İstanbul

Category: other-general

### Job Description

For our newly established service division we are looking for a HR Business partner with entrepreneurial mindset and experience in the Business Process Outsourcing (BPO) industry.

#### Strategic HR Planning:

Collaborate with management to understand the organization's goals and objectives, and support to develop a comprehensive HR strategy aligned with the business strategy.

Conduct workforce analysis to identify current and future talent needs, and develop strategies to attract, retain, and develop top talent.

Provide insights and recommendations on HR best practices, industry trends, and emerging technologies to drive innovation and improve HR processes.

#### Talent Acquisition and Management:

Develop and implement effective recruitment and selection strategies to attract and retain high-quality talent.

Partner with hiring managers to identify staffing needs, create job descriptions, and conduct interviews.

Implement talent management programs, including performance management, succession planning, and career development initiatives.

### Employee Engagement and Development:

Design and implement strategies to enhance employee engagement, satisfaction, and productivity.

Collaborate with managers to address employee relations issues, ensure fair treatment, and maintain a positive work environment.

Develop and deliver training programs to enhance employee skills and knowledge, and support career growth.

### Compensation and Benefits:

Provide knowledge and guidance on compensation strategies, including salary benchmarking, incentives, and benefits to attract and retain top talent.

Partner with the HR Manager to develop and manage the HR budget.

Ensure compliance with relevant labor laws, regulations, and internal policies related to compensation and benefits.

### HR Analytics and Reporting:

Utilize HR data and analytics to generate insights and make data-driven decisions.

Prepare and present reports on key HR metrics, such as turnover rates, recruitment effectiveness, and employee engagement, to HR Manager.

Identify trends and patterns in HR data to proactively address potential issues and propose strategic solutions.

### **Qualifications**

Bachelor's degree in social sciences, psychology, or business administration with major in HR

Excellent command of both speaking and writing in Turkish and English

Experience as an HR Business Partner in the BPO industry or in a similar strategic HR role

Strong knowledge of HR best practices, employment laws, and regulations.

Excellent communication and interpersonal skills, with the ability to build relationships, influence stakeholders at all levels and manage conflicts

Analytical mindset with the ability to use HR data to drive strategic decision-making.

Project management skills and the ability to handle multiple priorities in a fast-paced environment.

Demonstrated ability to think strategically and translate business goals into HR initiatives.

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#### Cross References and Citations:

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