

Turkey Jobs Expertini®

People & Culture Manager

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Company: Amadeus

Location: Atatürk Mahallesi

Category: other-general

Job Title

People & Culture Manager

About Amadeus:

At Amadeus we're powering better journeys through travel technology, creating the new and unexpected in the world of travel. And so can you!

We're a global team of over 16,000 professionals of 149 nationalities, working across 190 countries. Join us to add your voice to our diverse mix for better discussions, decisions and outcomes for everyone.

Be innovative. Be impactful. Be Amadeus.

About People & Culture Team:

Amadeus Türkiye has announced the R&D Center expansion in Istanbul. Our P&C team in Istanbul has achieved remarkable milestones, from talent programs to onboarding initiatives our efforts align with the company's strategic key pillars. We recently earned the prestigious Türkiye Top Employer 2023 certification—a testament to our commitment to excellence! To sustain and build on this success we are looking for **P&C Manager** to join our team. Who is a curious change leader and will be a true partner to the business. Who is an active listener, has strong consultative and advisory skills. Someone who strives to make the people around them better, while making processes simpler and more effective. Passionate about using qualitative and quantitative data to drive agile decision-making.

You'll be working as an integral part of the **People & Culture** Team and wide **Site Management** team in a truly global environment.

In this role, you'll find a chance to

Developing and interpreting People & Culture policies, procedures, guidelines and programs to ensure alignment with business needs.

Talent, grow and engage our people You'll collaborate with hiring managers and the talent acquisition team to ensure that vacancies are filled in a timely manner with high caliber candidates. You'll work with business leaders to ensure that there is a robust succession plan in place and that we are developing our talents and getting them ready for the next challenge.

Culture, employee experience & communication: You'll collaborate with leaders to identify engagement opportunities and keepers to continuously improve the way we operate, communicate as a team. You'll also provide support to line managers in employee relations and employment law, ensuring that our employment policies are implemented fairly and consistently. Be the first point of contact of employees about all P&C related topics to provide daily human resources guidance.

People & Culture Projects Be a part of new initiatives and deliver people projects that will embed the Amadeus culture, people processes, and improve people capabilities across the teams.

Performance Management, Talent Management & Succession Planning You're at the heart of retaining and developing our talent, organizing the talent review processes and providing assistance and coaching to line managers on performance development. You'll partner with business leaders to make sure that appropriate learning opportunities are in place to support the employees growth within our organization. Support the management teams in people related topics, gather employee insights, advise the proper course of action on people challenges.

True DE&I Leader You're on the driver seat with the leaders to continue to maintain company's certification for a recognized Top Employer, which is truly diverse and inclusive.

From Data to Results Use your P&C skills and leadership ability to provide exceptional service to your

internal customers. You'll analyze metrics to get to the root cause of any issues, as well as identifying the best practices, making-influencing decisions that are data driven.

Strategically contribute to the expansion and success goals of Amadeus' Research and Development Center in Istanbul.

About Ideal Candidate

To succeed in this position, this role requires you to have relevant experience in the following areas;

Have significant HR experience, gained at business partner / manager level ideally within a high volume, fast paced and preferably in R&D organizations

Have high level of proficiency in MSOffice Programs especially on Excel and Power Point, good understanding of Workday is a plus,

Be able to develop effective working relationships with employees at all levels,

Strong knowledge of the Turkish Labor Law and applications,

Have a proven hands-on attitude, be flexible and adaptable,

Have problem solving and analytical capability; experience of managing and analyzing HR metrics to find root causes and develop short, medium and long-term plans,

The position is an individual contributor role and has no direct reports, but requires skills for coaching and mentoring others.

Abilities and skills

Have Bachelors or Master's Degree in business administration, human resources or relevant field,

Have strong change & stakeholder management, negotiation and influencing skills,

Excellent in communication with others and building relationships, strong negotiation skills,

Excellent presentation skills,

Demonstrated coaching and mentoring skills,

Have strong proficiency in Turkish & English languages, both written and oral,

10+ years of experience in Human Resources business partnering / generalist positions.

What can we offer you

A **competitive salary** and an extensive range of **benefits**

A **diverse and inclusive** community

A truly **global DNA** at Amadeus, everything is global

Being part of the **dynamic and collaborative** People&Culture team

A well-balanced mix between work from home and collaborative work from the office **hybrid model**

Great **learning** opportunities: In Amadeus learning happens all the time and in many ways

Are you the **One** we're looking for? **Join us to Power better journeys through travel technology!**

Diversity & Inclusion

We are an Equal Opportunity Employer and seek to hire the best candidate regardless of age, beliefs, disability, ethnicity, gender or sexual orientation.

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