

A wide-angle photograph of an industrial facility, likely a chemical plant, with numerous tall distillation columns, pipes, and storage tanks under a clear blue sky. The facility is surrounded by greenery and a road.

Vantage Leuna GmbH is a market-leading global company specialized in the production of surfactants and chlorinated paraffins. Surfactants are used in a wide range of everyday products - such as cosmetics, detergents and cleaning agents, as well as in industrial applications.

As focal point for aligning and managing the Human Resources processes at the Leuna site as well as at our other locations in EMEA (Spain, France and South Africa) and APAC (China, Japan and India), we are looking for a dedicated leader as

Human Resources Business Partner EMEA/APAC (m/f/d)

Your tasks as Human Resources Business Partner EMEA/APAC

- Comprehensive responsibility for the HR processes of the entire Leuna site and for our other sites in EMEA
- Assumption of a leading role in all important issues in the HR area
- Advising managers and employees in all facets of personnel management as well as in all personnel matters and labor law issues including related administration
- Collaborates with global HR professionals on programs and strategies to ensure efficient and effective people management, drive business results and optimize employee engagement
- Ensure the efficiency and effectiveness of key global HR processes in the employment lifecycle (including candidate sourcing, selection, onboarding, contract terms, workforce metrics reporting, performance appraisals, annual salary reviews, leadership development, training, incentive, reward, and compensation systems)
- Actively promote talent programs in collaboration with the leadership team to ensure talented employees have actionable development plans in place
- Promote a working culture that is based on a supportive, coaching, mentoring and servant-leadership approach allowing our employees to be as successful as possible and encouraging employee satisfaction and motivation
- Encourage and transform our teams to build an entrepreneurial culture of empowerment, accountability, and flexibility with modern management approaches and philosophies
- Support of the global HR management in the needs analysis, conception and implementation of a strategic HR development - with a targeted view on talent, potential promotion and succession processes, establishment of a training culture including training organization and implementation
- All aspects of recruitment and onboarding of professional and management personnel
- Development and implementation of personnel development measures
- Supporting managers in planning and conducting employee appraisals and following up on them
- Implementation of corporate HR management tools
- Coordination and management of the administrative personnel function
- Ensuring proper personnel administration in compliance with all aspects of employment law
- Partnership-based cooperation with our works council in line with the established Rules of Engagement

You'll find the full job description and more information about the company in the PDF:

[Job Description HR Business Partner EMEA/APAC](#)

Your profile

- Higher commercial education and further training with a focus on human resources management
- Generalist character with a broad and extensive background of experience
- Solid experience in working in partnership and trust with the works council
- Solid experience in personnel administration
- Balanced approaches between strategic thinking and a strong hands-on mentality
- Ability to coach leaders and lead challenging conversations as needed
- High level of empathy and emotional intelligence
- Confident judgment and demeanor
- Structured and goal-oriented way of working in combination with a high degree of personal responsibility
- High willingness to change and learn
- Good knowledge of labor and social security law
- Business fluent English language skills
- Confident handling of MS Office programs

What we offer

- A permanent employment contract as well as flexible working time models
- A pleasant working environment and a corporate culture that rewards independent work and offers room for personal development
- A rewarding job in a friendly and motivated team
- Attractive compensation in line with the market
- A company car
- 30 days vacation per year

Interested?

Then send us your application documents by e-mail as a PDF file to Bewerbung.DE@vantagegrp.com. All data protection regulations will be taken into account.