

EMEA Human Resources Director

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Company: Belmonte Group

Location: Barcelona

Category: other-general

The ideal candidate will act as an employee champion and a leader of change. You will plan, develop, organize, implement, direct and evaluate the organization's human resource function and performance.

As HR Director, you will work with our teams across EEUU, Europe and LATAM to deliver an outstanding experience for the people in EMEA. The team you build will support regional leaders in creating a high-performance culture while maintaining close alignment with the People team - and the company globally.

This is a great opportunity to join some of the fastest-growing parts of a high-growth start-up and to build an effective People org that can improve retention, engagement and performance.

The headquarters is located close to Barcelona

Responsibilities

Provide overall leadership and guidance by overseeing talent acquisition, employee career development, succession planning, retention programs, training and leadership development

Function as a strategic, human capital business advisor to the senior management team

Develop initiatives, policies and programs to complement existing practices and

create consistency across the organization

Oversee benefit and compensation plans to ensure cost efficiencies and attractiveness to retain top talent

Recruit and manage a high performing People team, including Generalists, Business Partners, Office Managers and People Success

Managing the delivery of all generalist HR activities covering employee training, employee development, compensation, benefits, systems administration, organisational or resource planning, organisational change management, and other services

Liaising with subject matter experts within the broader business (e.g. recruitment, finance, legal) to collaborate, provide guidance and streamline where possible

Working with cross border peers to ensure global consistency

Work with the leadership team to build and implement People solutions to continue driving engagement and productivity, and foster culture

Researching issues and developing solutions to resolve strategic business issues

Developing and implementing new policies, practices and programs to meet organisational and Executive/Strategic Management needs.

Requirements:

Bachelor's degree or equivalent experience in human resources or management

7+ years' of professional HR experience, ideally from a services oriented business, with a combination of corporate and business unit line experience preferred

Excellent written and verbal communication skills

Ability to multi-task, organize, and prioritize work

4+ years of direct people management experience

Experience scaling a People team across regions

Experience creating and implementing HR best practices

Strong relationship management and influencing skills

Strong business partnering experience

Ability to interact and influence at the executive level

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