

Position: HRBP in Romania Capgemini Engineering

Reports to: HRD

## **OBJECTIVE**

The primary objective of the Human Resources Business Partner (HRBP) is to align the HR strategy with business objectives, provide expert HR guidance to management, and drive HR initiatives to enhance organizational effectiveness and employee engagement.

## **JOB DESCRIPTION/ACTIVITIES**

### **Strategic HR Planning**

- Implement HR strategies and initiatives aligned with the overall business strategy.
- Implement Group HR Transformation agenda.
- Partner with senior management to identify key HR priorities and ensure alignment with organizational goals.
- Oversee the M&A processes from HR side, ensuring the smooth transition of employees, benefits alignment and setting-up company processes.

### **Talent Management**

- Implement talent management strategies, including succession planning and career development programs.
- Execution of other talent management initiatives, aimed to boost employee satisfaction and engagement, skills development and others.

### **Employee Relations**

- Serve as a point of contact for employee concerns and provide guidance on HR policies and procedures.
- Manage and resolve complex employee relations issues, conducting thorough and objective investigations as needed.

### **Performance Management**

- Implement and support performance management system according to predefined KPIs and guidelines to drive high performance.
- Provide coaching and support to managers on performance management, continuous feedback culture, and improvement plans.

### **Compensation and Benefits**

- Ensure the BU's compensation and benefits agenda is aligned with the Group standards.
- Oversee the administration of compensation, benefits, and payroll activities.
- Oversee the annual Pay budgetting process and relevant systems.

### **Change Management**

- Lead and support organizational change initiatives to drive business transformation.
- Provide change management coaching and support to leaders and employees.



## Compliance and Risk Management

- Ensure compliance with all labor laws and HR-related regulations.
- Implement policies and procedures to mitigate HR-related risks.

## HR Metrics and Reporting

- Analyze HR metrics to assess the effectiveness of HR initiatives and programs.
- Provide regular reports to senior management on key HR metrics and trends.

## Diversity, Equity, and Inclusion (DEI)

- Promote and foster a diverse and inclusive workplace.
- Implement DEI initiatives and monitor their effectiveness.

## SPECIFICATIONS/QUALIFICATIONS/MIN EDUCATION/SKILLS REQUIRED

**Education:** Bachelor's degree in Human Resources, Business Administration, or related field; Master's degree preferred.

**Experience:** Minimum of 12 years of progressive HR experience, including at least 5 years in a strategic HR role.

**Certifications:** Professional HR certification (e.g., SHRM-SCP, SPHR) is highly desirable.

### Skills:

- Strong knowledge of HR principles, practices, and employment laws.
- Excellent communication and interpersonal skills.
- Proven ability to influence and partner with senior leadership.
- Strong problem-solving and conflict-resolution skills.
- Ability to manage multiple priorities and projects simultaneously.
- Experience with HRIS and other HR technology tools.
- Demonstrated experience in change management and organizational development.
- Strong analytical skills and experience with HR metrics and reporting.

### How to apply:

Interested candidates are invited to submit their CV by emailing: [astrid.simigiu@capgemini.com](mailto:astrid.simigiu@capgemini.com).