

HR Business Partner

We need a brilliant, human-centered thinker like you to help us strategize and implement Human Resources initiatives. That's why we're hiring a talented **HR Business Partner** to support our Back-Office team!

How will you shine?

You will act as a trusted advisor and build strong relationships with stakeholders and leaders in the business - using experience, skills, and HR knowledge to make an impact in key areas such as change management, organizational design, employee engagement.

What will be your responsibilities?



Recruitment

- Collaborate with the Recruiter on implementing innovative and inclusive recruitment strategies
- Manage recruitment processes for high-level roles



Onboarding Process

- Implement the onboarding program for new hires, conduct the induction sessions and integrate them into the organization



Development

- Define and implement individual and organizational development needs
- Design and deliver workshops that support the organizational development
- Coach and mentor leaders to facilitate organizational culture change and model our leadership principles

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Performance Management

- Support the performance management process for the organization
- Coach the leaders to support them in delivering their responsibility in the

process



Culture and employee experience

- Provide advice and implement culture-related initiatives
- Work together with management to facilitate and increase positive employee

experiences, maintain a good working environment, build morale, and decrease unwanted turnover.



Talent Management

- Work with the leaders to identify the key knowledge persons and ensure regular engagement sessions are facilitated with them.

Knowledge, Skills, And Experience

At least 3 years HR experience

Coaching, mentoring, and relationship-building skills

Learning agility, self-development, and self-discipline

Enthusiastic behavior and self-starter attitude

Proven ability to persuade and influence

Solid facilitation skills

Fluent in English

From everyday uplifting moments to unforgettable achievements, and everything in between, we are here as a team. Apply now at recrutare@uniqa.ro/alina.sebe@uniqa.ro until June 27th and join our amazing HR team!