



*Are you looking
for the right recipe
for your career?*

Human Resources Business Partner

Do you have the appetite to Grow Your Magic?

Consumers everywhere are increasingly conscious of the quality of the food they eat. Puratos develops, produces and distributes a unique range of ingredients for bakers, pastry-chefs and chocolatiers who demand the very highest quality.

Founded in Belgium in 1919, Puratos is growing rapidly with over 9000 employees in 75 countries, with a consolidated turnover of over €2 billion in 2019. Our passion for innovation, pioneering spirit and core values continue to propel our global ambitions. This, coupled with our commitment to our communities, is what makes working at Puratos so magical.

MISSION:

As an HR Business Partner and member of the Human Resources Management Group, you will ensure the implementation of the regional HR Strategy and Initiatives in Serbia. You will do this by inspiring and working closely with regional European HR management and group HR centers of excellence, to ensure: Talent Attraction and Retention, People and Organization Development, support the development of the Serbian business Employer value proposition and boost the attractiveness of Puratos on employment market. You will also co-manage regional HR processes together with the rest of the HR community in Puratos subsidiaries and in accordance with the Human Resources Management Strategy and long-term plans (attraction, retention, development, productivity).

KEY RESPONSIBILITIES:

Recruit, train and develop people and act as their regular contact person, and as a business partner of the Serbian Management Team.
Lead and implement Talent management and review programs for all the employees
Activate annual Long-Range Working Group Planning in Serbia and monitor growth closely in line with business needs and productivity concepts
Participate in the establishment of annual local budgets for HR using Long-Range Workforce plans as references
Co-manages subsidiaries and aligns with regional European HR management, HR Centers of Excellence, training and development plans, compensation and benefit programs, performance management processes, talent management processes, and Serbia market succession planning
Monitor the labor market in all countries in the region, in terms of talent availability, compensation and benefits, etc. ...
Actively participates, plan, implement and takes initiatives in favor of Puratos employer branding strategy
Participate in projects across Northern Eastern European region in close cooperation with regional HR manager

PROFILE

Bachelor degree in Economics, Trade, Business, Psychology or equivalent
Excellent in English
At least 3 years of experience in HR BP role
Technical and functional understanding and experience with different HR techniques (job evaluation - talent management - performance management - competence management - HR systems - etc.)
Willingness to travel

COMPETENCIES / PERSONAL QUALITIES:

Strong interpersonal skills and excellent communication skills
Leadership - able to develop a vision and communicate / motivate the team to understand it
Motivator and coach - ability to train and develop employees HR and business wise
Business understanding - a broad overview of business with a multifunctional perspective and great interest
Team player, but also a facilitator and leader
Strategic thinker
Strong implementation skills with a roll-up-your-sleeves attitude
Business result and result oriented
Empathic and understanding, strong and resilience
Use to Matrix management structure