**Role Description & Person Profile**

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| **Role** |  |
| **Job title** | People & Performance Business Partner |
| **Division** | AB Dairy and Global Supplements |
| **Location** | Germany with travel to UK |
| **Team Structure** | **Reports to: People & Performance Directors – dual reporting into AB Dairy and Global Supplements**  **Direct Reports: None** |

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| **Description** |  |
| **Impact Statement** | This role will work across the full range of HR activities in our German businesses.  AB Agri have recently acquired 2 businesses based in Germany. This role will work with 2 diverse organisations and support integration to provide expert customer-focused support to a diverse range of teams and functions:  - AB Dairy  - Global Supplements  Teams and functions are at a different stage of their development and therefore require the role holder to deliver an appropriate bespoke response, whilst ensuring that best practice is adhered to. This requires the job holder to have flexibility in influencing style and approach to problem solving. |
| **Role Objectives** | Working with the business directors and local management the job holder will provide guidance and support on a full range of HR activities through being a key member of the business management teams:   * Employment Relations and legislation * Organisational development and change * Recruitment * Succession planning and talent management * Performance and absence management * Learning and development * Employee engagement * International employment including employment contracts, tax regulations |
| **Key Stakeholders** | Directors and line managers  P&P Teams (L&D, Reward, People Services, Payroll)  Colleagues  External consultants/advisors |
| **Scope** | Breadth of knowledge across Employment Law and HR practices required.  Broad scope to be involved and influence Employee relations.  In depth knowledge and influence on day-to-day HR operational issues  Limited influence on budgetary decisions |

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| **Person Profile/Knowledge**  Experience, any formal qualifications and necessary keys areas of knowledge or experience. | | |
| **Essential** | | **Desirable** |
| Demonstrable general HR experience in Germany  German employment law knowledge  Native German language fluency  Excellent relationship building and influencing skills  Ability to work with, communicate and influence at all levels  Excellent written communication skills  Proactive approach- shows initiative and flair for continuous improvement.  Confident and enthusiastic manner  Able to work independently and demonstrate good judgement and decision making  Meticulous and accurate record keeping  Supportive and motivational team member  Shows tenacity and perseverance to accomplish | | Experience of working in international organisations  Matrix structure experience  M&A and integration experience |
| **Other Factors**  Travel, shift pattern, working hours, Licence type etc. | * Role holder will work flexibility to support and achieve business objectives * Travel within Germany will be as per business need with requirement to travel to UK as needed | |