

Human Resources

Erfahren

HR Business Partner (m/f/d) - Regional HR Management

Bruchkoebel, Germany

The **Motherson Group** is one of the 15 largest and sustainable full system solutions providers to the global automotive industry, serving multiple further industries, such as rolling stock, aerospace, medical, IT, and logistics, with over 200,000 employees across 44 countries worldwide. The **Chairman's Office Europe and North Africa (COE)** is supporting and coordinating our operating units, R&D centres, and representative offices across Europe and North Africa with corporate functions and services. Given our fast growth, we are constantly looking for talented new colleagues to become part of our team.

Was Sie leisten

Your tasks.

- Assist in remuneration-related topics such as market data analysis, salary classification, handling of incentive schemes and the design of remunerations packages.
- Support the annual salary review process end to end by preparing various analyses and insights, including review of market data, cost analysis, and country/entity-specific information for the review across the region, including budgeting activities.
- Ensure consistent and compliant execution of HR reporting standards, including data quality monitoring with units.
- Prepare and maintain HR reports, presentations, and data analyses for management and internal stakeholders.
- Coordinate and support projects related to HR Operations, ensuring alignment with stakeholders, timely follow-up and structured execution.
- Contribute to the development, optimization and continuous improvement of HR processes, tools, and dashboards.
- Act as a communication and coordination interface between HR teams and regional HR Operations within ongoing projects.
- Contribute to project planning, monitoring, and documentation as part of HR Operations initiatives.

Was wir suchen

Your profile.

- Degree in Business Administration, Economics, Finance, Human Resources, or a comparable field.
- Around **3 years of experience** in HR Operations, HR Compensation & Benefits, HR analytics, or a similar analytical HR role.
- Strong analytical skills with proficiency of M365 applications, including advanced Excel skills, combined with experience in data analysis, and preparation of management-ready presentations.
- Experience in coordinating projects and working with cross-functional or international teams.
- Good understanding of compensation structures, salary benchmarking, and HR reporting principles (preferred).
- Strong communication and organizational skills, with the ability to work independently and manage multiple tasks.
- Proactive, structured, and detail-oriented approach with strong problem-solving skills.

Was wir anbieten

What we offer.

The team is growing at the same time our Group grows. Therefore, there are many opportunities for you to grow with us!

You will work in a flexible working environment within a multinational team.