Triumph Group joins the ranks of global leaders in the lingerie sector, with a multi-facetted product palette that is sold in more than 80 countries, from Norway to Morocco and from Chile to Australia. This is taken care of by around 20,000 wholesale customers, with whom Triumph has traditionally had close relations, in addition to a dense network of more than 2,300 controlled points of sale, which are operated both by partners and by Triumph itself. The company is mindful of the fact that quality products must be accompanied by excellent service in order to satisfy demanding consumers.

Learn more about Triumph on:
www.triumph.com
www.facebook.com/Triumph/
www.instagram.com/Triumph/
www.linkedin.com/company/triumph-international/

Our HR Department for our office in Heubach is looking for a

(Senior) HR Business Partner (f/m/d) (100%)

This position is hybrid, with 3 mandatory days at our office in Heubach.

Your Responsibilities:

- First point of contact for employees and managers to provide support to better understand and utilize HR tools, processes and policies; maximizing organizational effectiveness, improving performance and ensuring compliance
- Support in implementing a cohesive, coherent people plan for the respective business area where the subsequent solutions and actions are aligned with the business strategy, in line with Corporate HR/Global HR
- Work closely with the business in the annual budgeting and forecasting process of headcounts and personnel cost
- Support in ensuring best-in-class processes is applied in business such as Workforce Planning, Recruitment, Staffing Review, Learning & Development, Career & Talent Management, Performance Management, Employee Engagement, Compensation & Benefits, Organizational development, Change Management, in line with Corporate HR/Global HR
- Responsible for candidate selection (screening, interviews, contact offers) and drive on boarding process to ensure smooth and quick integration with the company for all levels below senior department heads
- Ensure Triumph's Values and Principles as well as the Code of Conduct are adhered and complied to at all times

- Support the deployment of new global policies by engaging stakeholders, communicating and executing implementation actions within the area of responsibility, in line with Corporate HR/Global HR guidelines
- Support Corporate HR / Global HR with other people interventions when required
- Liaison and partnership with Works Council

Your ideal profile:

- 7+ years of experience in HR, with aAt least 5 years of experience as an HR Business Partner in an international environment
- Bachelor's level in Human Resources or Business Administration
- Professional HR qualification would be an advantage
- Broad generalist HR experience gained across a variety of businesses, markets, cultures
- International HR experience (international HR projects and processes)
- Solid experience in business partnering, core HR processes, employee relations, German employment law, organizational development, transformation & change
- Experience in managing co-determination processes and interacting confidently with the works council
- Project Management skills
- Language Skills: Fluent in English and German
- IT proficiency: Proficient in the use of MS Office
- Ability to anticipate, identify, diagnose and resolve employee issues affecting business performance
- Ability to work independently with tight timelines and multiple priorities in a fast-paced environment
- Ability to establish relationships with all levels of an organization and works counci
- Business and solution oriented
- Hands-on, pragmatic, energetic and high sense of initiative and drive
- Strong interpersonal and communication skills
- Strong capacity for teamwork
- Intercultural Awareness

We offer:

You will never walk alone

*As a family owned business with more than 135 years of experience, Triumph embraces diversity throughout our global organization. Currently, our offices are present in over 40 countries across Europe and Asia having many international teams collaborate together every day. Guiding our corporate behaviors are **respect** and **value** for our employees, but also Collaboration as one of our key Corporate Competencies, being a core part of our every day working environment.*

Make a Difference, together

The future belongs to our children. At Triumph, we want to be proud of our commitment to building a sustainable society and protecting the environment, and we work everyday to ensure our products are manufactured in an sustainable way. This is our vision: We want to be a company that is characterized by responsible leadership and consideration for future generations and that cares for the legacy that we leave behind to our children.

Putting People at the center

At Triumph we are committed to our employees, they represent the foundation for our success. This means that as a company, we are driven to offer great career opportunities in a dynamic fast-paced organization. Our HR function across the globe strives to support our employees in their development, through our Triumph Learning Academy

We continuously strive to recruit new talent, offering them one of the textile industry's most international working environments, excellent conditions and great development opportunities in a company still owned and managed by the founding families. Our headquarters employs people from more than 30 nationalities and as a European company, we are present in many key markets in Europe, like Germany, Italy, France and growing in Eastern Europe. We are proud to have become one of the leading players in Asia very early on, in countries like Japan, China and Singapore, as well as being an employer that people aspire to work for. As a company serving women, we fundamentally believe in gender equality and diversity. Women make up more than 50% of our company's workforce. In the last years, we have had a specific and successful drive to increase the number of women in management.

Triumph is committed to employing a diverse workforce. Qualified applicants will receive consideration without regard to race, colour, religion, sex, national origin, age, sexual orientation, gender identity, gender expression, veteran status, or disability.

If you are seeking a great opportunity to develop your career, please send us your CV in English by clicking on Apply.