



Triumph is one of the world's largest intimate apparel companies. It enjoys a presence in over 120 countries with the core brands Triumph® and sloggi®. Globally, the company serves 40,000 wholesale customers and sells its products in 4,050 controlled points of sale as well as via several own online shops. The Triumph Group is a member of the Business Social Compliance Initiative (BSCI).

Learn more about Triumph on:

[www.triumph.com](http://www.triumph.com)

[www.facebook.com/ Triumph /](https://www.facebook.com/Triumph/)

[www.instagram.com/ Triumph /](https://www.instagram.com/Triumph/)

[www.linkedin.com/company/ triumph-international/](https://www.linkedin.com/company/triumph-international/)

Our Human Resources Department at Global Headquarters in Bad Zurzach is looking for a:

## **Human Resources Business Partner (m/f/d)) (60%)**

This role will drive the execution of the end-to-end HR lifecycle activities in the respective business area to support the company's Mission, Vision, and Strategy. It assumes responsibility for a specified population and location operating as the single point of contact for all HR queries. It will provide expert advice on all matters relating to the development of the organization and executional capability of teams and individuals.

### **Roles and Responsibilities:**

- Acting as first point of contact for employees and managers to support on people related topics, e.g. understanding and use of HR tools, processes and policies
- Supporting the Global HR Business Partner in implementing a cohesive, coherent people plan for the respective business area where the subsequent solutions and actions are aligned with the business strategy
- Supporting the Global HR Business Partner with deployment of new global policies by engaging stakeholders, communicating and executing implementation actions within the area of responsibility
- Supporting the Global HR Business Partner with strategic and organizational change management which may be driven from Switzerland key leaders
- Supporting the Global HR Business Partner in ensuring best-in-class processes are applied in the business, such as Workforce Planning, Recruitment, Staffing Review, Learning and

Development, Career and Talent Management, Performance Management, Employee Engagement, Compensation and Benefits, Organizational development, Change Management

- Responsible for candidate selection and driving on boarding process to ensure smooth and quick integration to the company for all levels below senior department heads
- Working closely with the business in the annual budgeting and forecasting process of headcounts and personnel cost
- Ensuring Triumph's Values and Principles as well as the Code of Conduct are adhered and complied to at all times

#### Your ideal profile:

- You have a bachelor's or master's degree, ideally in HR related discipline. As a minimum you hold a Swiss professional HR qualification mandatory and have undertaken further HR training as a specialist
- You have previous experience gained as an HR broad generalist across a variety of businesses, as well as a good cultural awareness
- You have good knowledge and practical experience in business partnering, employee relations and employment law
- You possess previous experience in executing end-to-end HR lifecycle activities and processes
- You have experience in supporting transformational HR topics and possess Project and Change Management skills
- You have a hands-on approach and are capable to work independently with tight timelines and multiple priorities in a fast-paced environment
- You possess strong influencing and relationship-building skills and ability to establish credibility as a trusted advisor to the business
- You are fluent in German and able to communicate in English at professional level

#### Our Benefits:

- You will have an opportunity to work for a market leader
- You will join an international and multicultural working environment
- You will have the opportunity of development in the Fashion industry
- You will benefit from the hybrid working policy of the company
- You will have the possibility to work from abroad 20% percent of the year, as per working policy of the company

You will never walk alone

*As a family owned business with more than 130 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.