



HRBP, Equipment – Westbury, NY

## Summary

Are you looking for a unique HR experience where you can be a part of a global HR organization? Oerlikon is looking for an experienced HR Business Partner to join our growing team.

As part of the global Oerlikon HR community you will help design, build, and deliver talent strategies that will promote innovation, engagement and drive high performance culture within our organization. You will support constant business innovation, implement change, build scalable models, and try to develop our organization while retaining top talent.

The HR Business Partner is responsible for the delivery of HR strategies, solutions and services that align with the business priorities and goals. The HRBP will develop solutions to support business partner goals, improve operations, and increase process efficiency. They must demonstrate discrete handling of all business communications, prioritize workload, and manage multiple tasks in a fast-paced environment. The HRBP also champions change initiatives and focuses on overall organizational effectiveness.

Reporting to the Head of HR, Americas, you will partner closely with business and HR leaders to understand the broader strategic objectives and determine relevant talent management strategies that drive performance, promote the culture and make Oerlikon an employer of choice.

Qualified Candidates will be:

- Strategic, credible and highly trusted partner and business influencer advising on **strategic people matters**
- Able to support **business transformation including shift from prototype to industrialization**
- **Future focused** – able to build, motivate, enable, develop and lead a future focused team
- Able to skillfully **influence and challenge leaders**, converse in business language, translating business priorities into people needs, contributing to the Area business strategy

This role is a unique opportunity to become part of a global team of talented HR professionals, dedicated to providing business support for initiatives that impact the short and long term strategy of Oerlikon's Equipment Organization.

## Responsibilities:

Proactively assess organizational performance to develop HR solutions that support business strategies, enable leadership and employee success and foster a high-performance culture, engagement and inclusion.

Serve as a trusted advisor and partner to the business leaders regarding HR policies, processes and best practices that drive employee engagement and productivity. Act as a coach and consultant on key organizational and management issues.

Partner with the HR Centers of Expertise to design and implement services and programs in the areas of strategic talent management, organizational design and effectiveness, workforce optimization and change management.

Partner with talent acquisition to drive staffing strategies to meet staffing requirements.

Leverage workforce analytics and insights to effectively inform the development and execution of employee development, deployment and succession plans that support short and long-term workforce priorities and goals.

Work with leadership to identify opportunities to improve employee and management engagement and recognition programs



Serves as a champion for change and continuous improvement by identifying efficiencies and focusing on the greater success of the organization

The key interface between the Business and global HR community aligning the needs of the business and group people strategies

Understand the current and future business requirements and develop talent strategies to support the business needs and develop current workforce

Extensive HR Business Partnering experience, prior HR Operations and or specialist experience is an advantage

Provide guidance on reorganization decisions including appropriate structure and role design for optimal business performance, talent planning, and management, and change management activities

Builds, recommends, and implements new initiatives from beginning to finish with minimal assistance or support

**SUCCESSFUL HR BUSINESS PARTNER CANDIDATES HAVE:**

Bachelor's degree and 10+ years of HRBP experience

Proven expertise in developing partnerships with senior management and influencing key business decisions

Strong business acumen, sound judgment, professional and personal integrity, initiative and flexibility, combined with solid analytical and problem-solving skills

Assertive, high energy, independent, results-oriented demeanor and a strong drive to succeed

You are a builder, deeply motivated to impact positive change

Superstar candidates will likely to have a Masters level qualification in HR or Business. Will consider additional years of professional and military experience in lieu of a degree

Role will be on-site, based out of our Westbury, NY facility. This position will also support several (smaller) locations within the US. Some travel will be required