



Founded in 2010, sonnen GmbH has succeeded in quickly becoming the global market leader in residential storage systems for renewable energy. Thousands of households have already chosen sonnenBatterie solutions and have witnessed for many years the reliability and benefits that can be achieved through their use. As of March 2019, it is part of the Shell Group.

We are looking for an:

### **HR MANAGER**

for our Italian structure who, reporting to the CEO, will be responsible for the all-round management of all Human Resources coordination activities, in detail:

#### **YOUR RESPONSIBILITIES:**

- Develop and implement HR process and initiatives aligned with the business strategy and global HR
- Manage the recruitment, selection and onboarding process together with the hiring managers
- Manage and monitor the payroll in collaboration with payroll provider
- Nurture a positive working environment and leadership development as part of your business partnering
- Develop and implement HR processes and initiatives (incl. pay structure and reviews) aligned with the business strategy.
- Lead the implementation of the HR HCM system SuccessFactors in Italy.
- Bridge management and employee relations by addressing demands, performance management, grievances or other issues
- Report to management and provide decision support through HR metrics
- Ensure legal compliance throughout human resource management
- Support training, counseling and coaching for our staff.

#### **YOUR PROFILE:**

- Degree in Human Resources Management or equivalent
- Proven working experience as HR Manager for minimum of 5 years (incl. recruiting and business partnering)
- People oriented and results driven. Experience in educating and coaching leaders and staff.
- Demonstrable experience with Human Resources metrics
- Knowledge of HR systems and databases
- Excellent active listening, negotiation and presentation skills. Experience in conflict resolution, disciplinary processes and workplace investigations
- In-depth knowledge of Italian payroll requirements, labor law and HR best practices
- Fluent in Italian and English

**Place of work:** Bergamo

**Work time:** Full Time

If interested, please send the CV to: [info@sonnen.it](mailto:info@sonnen.it).