



Our foresight. Your inspiration.
Plant tomorrow's ideas.



Lead (all gender) HR Business Partner Western Europe

Leading teams is your strength? You are open, flexible and keen on pushing new processes?

Get up and join our great HR organization in the heart of Berlin at KWS Berlin GmbH as HR Business Partner Lead (all gender) for a team of four international HR Business Partners for the countries in Western Europe. Your main task in this function is to ensure that the HR Business Partners provide high-quality consulting services in all strategic and operational HR issues. You also act as an interface within the global HR organization. The position is full-time and unlimited. The place of employment is Berlin, Germany.

Your field of activity:

- Lead a highly motivated and committed HR Business Partner team and develop it further
- Coordinate the HR Business Partners at a regional level during the personnel cost planning and forecasting process
- Solve complex problems in close cooperation with the HR Business Partners
- Manage the regional introduction of HR strategies and programs
- Interface between the HR business partners and other functional management positions for knowledge-based activities
- Support the definition and introduction of a functional KWS-wide strategy and strategic priorities
- Support the introduction and monitoring of functional KWS-wide guidelines and standards
- Ensure proper representation with local institutions of the HR business partners in the region
- Oversee improvement projects and allocate resources accordingly

Your strengths:

- Academic degree preferably in Psychology, Business Administration, Labor Law or related fields
- Several years of successful Leadership Experience
- Long-term professional experience in the field of management and Human Resources (HR) in a globally operating industry environment
- Profound knowledge in Human Resources and labor relations, ideally with international experience
- Excellent customer orientation and entrepreneurial thinking
- Outstanding analytical thinking, strategic understanding and problem-solving mentality
- Strong stakeholder management capabilities, relationship and influence skills with a high degree of diplomacy
- Very good communication skills, fluent in English (written and spoken)
- High mobility and flexibility

Our offer to you:

- We are an international team with diverse and cross-functional experiences shared by open-minded people
- Both of best worlds: KWS Berlin combines the security of a big, stable company with the passion of a start-up
- As a family-owned company we are guided by the values of closeness, reliability, foresight and independence; this culture is lived in practice creating an open and friendly working atmosphere from day one
- Our location in the heart of Berlin Schöneberg is very modern, directly opposite of a train station and with secure car & bike parking facilities
- We offer 30 days of holiday, flexible working hours, additional payment for holiday and Christmas, pension scheme, JobRad and/or financial support with the public transport ticket
- Following our motto "Make yourself grow", we support employees' professional and personal development with individual training measures

Push your potential and start with us! We are looking forward to your application using our online application system.

About KWS

KWS is one of the world's leading plant breeding companies. With the tradition of family ownership, KWS has operated independently for more than 165 years. It focuses on plant breeding and the production and sale of seed for corn, sugar beet, cereals, potato, rapeseed, sunflowers and vegetables. KWS uses leading-edge plant breeding methods. Around 6.000 employees represent KWS

in more than 70 countries. For more information: www.kws.com/career. Follow us on LinkedIn® at <https://www.linkedin.com/company/kwsgroup/>.

Our data privacy policy for candidates is available on www.kws.com/dataprotection. Please select the country where the job you applied for is posted in and, if applicable, the specific business unit.