



SEARCH SOLUTIONS

I-Talent Gagnon & Partners are search and recruitment experts for Executives, Managers and Technical Specialists positions.

We are recruiting on behalf of our client, a major international group, an experienced and qualified:

HRBP West of Europe

Overview

The HR Business Partner West of Europe will work in close partnership with business leaders in delivering effective HR solutions, ensuring HR processes are effectively implemented and delivered, and providing advice/counsel on business performance challenges. He/she will understand the business objectives and drivers, pharmaceutical industry environment, talent requirements, organizational structures, and will guide leaders in building a talented organization ready to tackle the challenges ahead.

Main responsibilities

- Partner with the leaders in West of Europe understanding their needs, creating a trustful environment, providing advice and solutions, and helping them successfully achieve their objectives;
- Manage the whole talent cycle and associated processes including talent acquisition, onboarding, performance management, talent assessment and development, retention, working in close cooperation with the HR centers of expertise;
- Drive the planning and execution of the Performance Management Cycle for West of Europe, monitor process and report to senior management, ensure population is appropriately trained and timelines are met;
- Drive and contribute to the development of the culture of the company and the promotion of the corporate values through effective partnership with all layers of management and the Regional HR Head, enhancing employee engagement and fostering effective onboarding of new collaborators;
- Understand the internal and external framework and regulations for staff in supported West of Europe countries; closely working with the HR Country leaders is addressing opportunities and challenges in the most effective way;

- Apply coaching and feedback with the HR team and country leadership teams. Support them in their development;
- Act as a change manager in supporting the region through structural changes and the associated transitions;
- Ensure seamless delivery of all HR Operations. Promote clear governance and solution-oriented approach to daily administrative challenges. Strive for high quality and timeliness at all times;
- Ensure supervision or direct monitoring of outsourced payroll in the countries concerned.

Education & Profile

- University degree in a relevant field; Master's degree preferred.
- 15 years+ of HR experience with at least 3 years in a HR Business Partner capacity covering multiple countries.
- Experience working within the pharmaceutical industry is mandatory.
- Proven change and project management experience with the ability to lead the implementation of multinational initiatives.
- Sound talent acquisition experience required; competency-based interviewing.
- Coaching skills with a passion for identifying talent, growing people.
- Ability to develop positive working relationship with clients across various functions, levels, and geographies.
- Strong leadership and proven skills in managing remote teams.
- Fluency in English mandatory; other European language an advantage.

**Please apply on our website: www.i-talent.com
together with your CV and motivation letter. Thank you.**

Only applications via this e-mail will be considered for this recruitment. If you don't receive a reply to your application within 2 weeks, please consider that your file has not been shortlisted.