

Teledyne ChartWorld was established in 2002 with the desire to make commercial shipping safer and more efficient. The main areas of activity include the development of concepts for optimized digital route and voyage planning, the equipping of ships with digital navigation systems and charts as well as the installation of supplementary software products. Today, Teledyne ChartWorld is the market leader for ECDIS as a service, and a driver of digital navigation and automated voyage planning tools. The company operates from offices in Germany, Singapore, Cyprus, Canada and Japan.

An open-minded and team-oriented workforce keeps us competitive and provides opportunities for Teledyne ChartWorld and its customers. Together we can transform the maritime industry, improve safety and efficiency and foremost a sustainable environment. We would like to strengthen our Human Resources team in Hamburg and are looking for you as a

Senior Human Resources Business Partner (m/f/d)

The **Senior Human Resources Business Partner (m/f/d)** is responsible for delivering a wide range of consultative and HR support services to business leaders and employees. As a Senior HR Business Partner, you will be a key member of the Leadership team and will be responsible for partnering with the Senior Leaders and their Teams, providing advice and delivering value-add interventions.

You will be responsible for designing and delivering a people agenda/strategy that is fit for purpose in order to achieve the Business Plan and Company objectives. You will be responsible for ensuring that culture and behaviours are continually reinforced and developed and that line managers are fully equipped and up skilled to meet the HR aspects of their role. You will be responsible for overall delivery of HR related projects, initiatives and transitions liaising and working closely with in the Senior HR Leadership teams where appropriate.

You will have a proven track record in identifying opportunities for change and being able to successfully influence the Leadership teams to enable change. There is a team management element to this role and you will have proven experience in managing and developing HR professionals. This is a 'hands-on' where you will need to straddle both the strategic and operational aspects of HR.

Main accountabilities:

- To monitor and evaluate the effectiveness of people management and HR practices/processes for the organisation
- Be responsible for ensuring outstanding HR service across the organisation in the areas of responsibility
- Creating effective working relationships, functionally and cross functionally, in a matrix organisation to deliver outstanding business results
- Ensure the organisation is appropriately designed to deliver maximum impact in the short and long term
- Work with senior management across the various ChartWorld sites to assess the current HR Operating model, design and articulate the strategic need for change and build a credible business case providing options and recommendations
- Identify organisational and individual capability requirements and align strategy, people and process to optimise effectiveness and achieve organisational goals
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- Be responsible for ensuring outstanding HR Services across ChartWorld in the areas of responsibility
- Creating effective working relationships, functionally and cross functionally, in a matrix organisation to deliver outstanding business results
- Ensure the organisation is appropriately designed to deliver maximum impact in the short, medium and long term

- Work with Senior Management across the various ChartWorld sites to assess the current operating model, design and articulate the strategic need for change and build a credible business case providing options and recommendations
- Identify organisational and individual capability requirements and align strategy, people and process to optimise effectiveness and achieve organisation goals
- Develop employee relations strategy, policy and practice working with Senior Leaders to create and implement initiatives to create a culture with associated behaviours and values
- To identify gaps in HR and Company policy, provide recommendations and business cases where applicable to improve policies to fill gaps
- To be the Country HR lead/contact points for other Teledyne businesses located in the region
- To initiate, lead, plan and manage change
- To manage and develop the HR Team

Experience & Skills:

Essential

- As a trusted advisor, the Senior HR Business Partner (m/f/d) must be able to discuss and advise management about all aspects of employee related matters
- An expert in communications with all levels of employees and management
- A key influencer with leadership decisions through sound judgment and analytical guided advice
- Problem solving. An appreciation that employee matters are not straightforward
- Project management. An ability to resolve and manage highly complex multi-faceted projects
- A high level of business acumen. Taking time to evaluate business performance and adjusting advice and guidance based on evolving business goals
- A credible executive. A successful Senior HR Business Partner (m/f/d) will gain the respect of long established leadership team. Will be invited to conversations related to business strategy and growth and will be called upon for management guidance and critical evaluation
- Change management. Resilient and able to manage change as it affects one personally as well as supporting teams and the broader organisation
- A proactive, self-starter
- Relevant HR qualification

Highly Desirable

- Experience of working in an international environment, where professional and cultural sensitivities are always considered when providing counsel and advice would be an advantage
- Experience of successful HR transformation
- Working within an HR Operating model which includes Shared Service and Centres of Expertise

We offer flexible working hours, a modern office in one of the most attractive locations of the city and innovative 'Work From Home' concepts. Become part of a highly motivated team in an international environment that promotes wealth of ideas and reward initiative and dedication.

Please send your application in English (or German) with CV to: jobs@chartworld.com

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