

Senior Director Human Resources Pumps EMEA & APAC (m/f/d)



ALLWEILER GmbH – a subsidiary of CIRCOR – is one of the most successful companies of pump industry worldwide. Our long expertise (since 1860), our high quality standards in combination with advanced construction and pump technology are the basis for our growth. Our own sales companies and distributors in Europe, USA, Asia, Africa and the Middle East assure a high degree of customer satisfaction. In Germany we are located in Radolfzell at the Lake of Constance and in Bottrop-Kirchhellen.

As a key member of the CIRCOR Pumps EMEA & APAC leadership team, this **Senior Director of Human Resources** will provide HR guidance, advice, counsel, and support to the business' Senior Vice President & General Manager along with its P&L and functional leaders. This HR leader plays a key role in shaping and advancing the HR agenda for the entire business. The individual closely interacts with line and functional managers at all levels. The Senior Director will manage an HR team across EMEA, India and APAC.

This HR leader will report directly to the SVP CIRCOR Pumps EMEA & APAC and functionally to the CHRO. The position is based in Radolfzell, Germany.

YOUR RESPONSIBILITIES

- Provide strong counsel as a true business partner to the P-E leadership team on all aspects of HR, especially on the culture and talent of the organization.
- Employee Engagement: Lead Pumps employee engagement efforts by identifying and executing unique engagement opportunities, championing the Circor employee ownership culture within the Pumps business.
- Talent Management: Partner with the SVP, developing an implementing strategies to identify, develop and retain top talent across all levels of the organization and build world-class teams in the businesses that exceed performance expectations.
- Drive succession planning process within the business.
- Drive effective performance management and goal setting processes.
- Help develop and drive a high-performance culture within the organization.
- Provide HR leadership to support organization design, major project, company restructuring as necessary.
- Attract best in class talent – ensure recruitment processes are efficient and rigorous.
- Drive the digitization of HR processes to improve process efficiency and employee experience
- Due diligence and/or integration necessary for key M&A projects.

CANDIDATE REQUIREMENTS

- Bachelor's Degree in Management or Human Resources or a related field – Master's preferred.
- Minimum of 12+ years of progressive HR experience.
- Demonstrated ability to effectively interact with all levels of the organization.
- Experience with an international (and remote) workforce is required.
- Global mindset and experience in a matrix environment.
- Excellent influencing and negotiation skills.
- Demonstrated ability to quickly establish professional credibility and effective working relationship; keen instincts for solving complex issues using strong analytical and creative problem-solving skills.
- Fluency in English is mandatory, fluency in German is very much preferred.

WE OFFER

- Attractive compensation and a company car
- Good development opportunities and career prospects
- Flexible working hours due to flextime
- Company pension scheme
- Canteen
- Company fitness (Hansefit) and company bike (JobRad)

YOUR APPLICATION

If you are looking for an opportunity to make an impact in a dynamic company, please send your complete application documents (PDF file and stating your salary expectations and earliest possible starting date) to: [Apply Now \(careerbuilder1.com\)](https://www.careerbuilder1.com)