

HR Business Partner

At Lonza, we invest in great people. We encourage our employees to challenge themselves and we offer an environment that fosters creativity and success. Headquartered in Basel, Switzerland, we operate production, R&D, and business sites around the world, including Europe, North America, and Asia.

Our vision:

We strive to be the leading supplier using science and technology to improve the quality of life.

Our mission:

We work with passion, using advanced technologies, to transform life science into new possibilities for our customers.

Do you want to help us as we shape the future of this great organization?

Job Description Summary

The HR Business Partner is responsible for executing the HR strategy in line with overall HR strategy within the site Visp. The role has overall operational responsibility to manage HR processes and global HR initiatives effectively. He/she facilitates implementation of Human Resource initiatives, manages labor & employee relations and provides coaching and counseling to the respective Leadership Teams as well as retention and development activities on site level.

Job Description

- Ensure that all human resources policies, programs, and practices on site are in line with the global guidelines
- Plan, organize and assist in the implementation of human resources operational initiatives and projects
- Managing day-to-day HR responsibilities including providing consistent feedback to employee questions and concerns
- Conducts investigations as necessary regarding employee complaints, working conditions, disciplinary actions
- Provides guidance and recommendations for problem resolution to departmental officials and individuals
- Lead recruitment efforts for regular, full-time and temporary employees by coordinating the proper and timely approval of personnel requisitions
- Coordinate HR Administrative duties and responsibilities with the HR Service Center
- Champions and leads performance management processes
- Manage employee and labor relations
- Create a healthy leadership pipeline for the site

We are looking for:

- A minimum of 5-7 years previous experience in Human Resources Management (university or FH degree in HR Management or similar field)
- fluent in German and Business English (verbally and in writing)
- Ability to work effectively in a matrix environment (Industrial background in Chemistry/Biotechnology is a plus but not required)
- Excellent communication and negotiation skills
- Experience in Project Management and Change Management
- Analytical and Problem Solving Skills
- Labor Law Knowledge Skills

Education

Bachelor: Personalmanagement (Erforderlich), Master: Personalmanagement

Work Experience

HR (Advanced)

Skills

Ability to foster leadership-level relationships and become a trusted advisor to senior leadership, Ability to work independently in a team environment, knowledge and experience in HR relevant fields, Talent Acquisition and Retention

Language(s)

Deutsch, Englisch