

Senior HR Business Partner

Today Lonza is a global leader in life sciences. We are more than 15,000 employees in more than 100 locations around the world. While we work in science, there's no magic formula to how we do it. Our greatest scientific solution is talented people working together, devising ideas that help businesses to help people. In exchange, we let our people own their careers. Their ideas, big and small, genuinely improve the world. And that's the kind of work we want to be part of.

For our site in Visp we are looking for a Senior HR Business Partner. You will act as a coach, mentor and HR subject matter expert, responsible for providing strategic HR partnership in all key HR areas with a focus on the full employee lifecycle from hire to retire including organisational development, workforce planning and driving transformation. You will support their leadership teams both to set up and to ensure a sustainable organisation for the future. You will be member of the Visp HR Leadership Team.

Key responsibilities

- Provide HR leadership, consultation and guidance for all people related matters to the senior managers of teams supported
- Coach and support line managers on current and future plans to design their respective organizations and put in place change management plans to help their operations be successful
- Develop and implement a strategic people plan for their organization that is aligned to Site/Global HR and business strategies
- Critical areas to be addressed include talent and performance management, employee engagement, succession planning
- Leveraging global processes accordingly
- Establish and execute staffing plans - The HRBP is overall accountable for the staffing plans however the recruitment team (RPO solution) executes these plans
- Leverage talent acquisition resources to ensure strong and robust pipe-line of both internal and external talent exists to fill existing and evolving team staffing needs
- Support line management in devising and implementing change management strategies designed to drive efficiency, support growth and build high performing teams
- Establish and drive engagement and development strategies to improve employee engagement (measured by Life@Lonza AG surveys) and provide staff with development/career opportunities
- Ensure administrative support as Process champion and coordinate HR administrative duties and responsibilities with HR services supporting the site (e.g. Recruiting, Total Rewards)
- Build collaborative and trusting relationships with internal clients and across the site / global HR network to ensure seamless HR support
- Monitor and continually seek to improve HR effectiveness by tracking and reporting key measures

Key requirements

- Relevant HR experience, ideally having led a transformation (or at least project / change management experience) within a modern HR organization, preferably in an international environment
- Knowledge and experience in employment law, compensation, organizational planning, organization development, employee relations, safety, training and labor relations
- Full spectrum of HR Strategy & Operations
- Postgraduate studies in organizational development, HR , psychology and business admin desirable
- Understands different cultures and can effectively act in a multi-cultural environment
- Excellent oral and written communication skills in German and English
- Strategic capability and analytical skills
- High level of integrity and ethics
- Proven level of decision making skills
- Excellent interpersonal and coaching skills
- Demonstrated ability to serve as a successful participant on a senior management team

People come to Lonza for the challenge and creativity of solving complex problems and developing new ideas in life sciences. In return, we offer the satisfaction that comes with improving lives all around the world. The satisfaction that comes with making a meaningful difference.