



Senior HR Business Partner (f/m/d) - R57391

Job Description Summary

Switzerland, Visp

Today, Lonza is a global leader in life sciences operating across three continents. 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.

The Senior HR BP will act as a coach, mentor and HR subject matter expert, responsible for providing strategic HR partnership for the Shared Infrastructure organization in all key HR areas with a focus on the full employee lifecycle from hire to retire including OD, workforce planning and driving transformation. The Incumbent will also take over responsibility to drive site wide Leadership programs and initiatives in close collaboration with the Visp HR Leadership Team and the Site 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 coordinate Leadership & Change programs and activities for the whole site. Together with the SLT and the HRLT the HRBP will design and implement tailor made programs, in order to accelerate Leadership Development among the Visp site. Partnering with the CoE P&OD to assure flawless integration of global programs in Visp.
- Coordinate and facilitate team and/or organizational development activities in order drive efficiency, support growth and build high performing teams and organizations.
- Ensure administrative support as Process champion and coordinate HR administrative duties and responsibilities with HR services supporting the site
- 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:

- Postgraduate studies in organizational development, HR, Leadership development, psychology and business admin desirable
- Advanced no. of years of relevant HR and Leadership Development experience, ideally having led a transformation (or at least project / change management experience) within a modern HR organization, preferably in an international environment.
- Must be business fluent in English & German.
- Licenses or Certifications
- Knowledge and experience in Change Management, Leadership development, employment law, compensation, organizational planning, organization development, employee relations, safety, training and labor relations
- HR strategy, Change Management, Transformation, Leadership Development skills
- Full spectrum of HR Strategy & Operations
- Qualities & Attitude
- Understands different cultures and can effectively act in a multi-cultural environment
- Excellent oral and written communication skills
- 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

Every day, Lonza's products and services have a positive impact on millions of people. For us, this is not only a great privilege, but also a great responsibility. How we achieve our business results is just as important as the achievements themselves. At Lonza, we respect and protect our people and our environment. Any success we achieve is no success at all if not achieved ethically.

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.

Reference: R57391