



## *HR Business Partner (m/w)*

**CRIF IS A GLOBAL COMPANY SPECIALIZING IN CREDIT BUREAU AND BUSINESS INFORMATION, OUTSOURCING AND PROCESSING SERVICES, AND CREDIT SOLUTIONS.**

CRIF's mission is to create value by supporting businesses to perform better and consumers to manage their credit health with a comprehensive range of professional skills and solutions. CRIF is committed to digital financial inclusion. We work responsibly to offer innovative solutions to support our customers to enhance access to credit in compliance, granting a digital access and use of formal financial services by excluded and underserved people. Included in the prestigious FinTech 100 ranking, CRIF supports banks and financial institutions, insurance companies, telco and media, energy and utilities, businesses and consumers in over 50 countries.

We are currently looking for a highly motivated HR Business Partner (m/f) for our office in VIENNA:

### **HR Business Partner (m/f)**

This role functions as a strategic business partner to assigned business units; playing a major role in shaping and implementing the HR strategy and programs in support of short-term and long-term business goals with the overall goal of attracting, retaining and developing the best talents for the Company.

The job responsibilities include: performance management, hiring, trainings, employee relations, project management and overall support of HR services.

### **Responsibilities:**

- HR management for the defined area;
- Drive the entire HR lifecycle in the assigned organization (Recruiting, Onboarding, Development and Separation);
- Play a key role in implementing human capital initiatives to include: performance management, organizational effectiveness, career path development, succession planning, team building, retention initiatives and process improvement strategies.
- Monitor and assist BU leaders in the interpretation and enforcement of Human Resources policies and procedures
- Identify HR trends across the business groups and proactively designs programs to address these trends
- Work with HR shared services (e.g., Recruiting, Compensation, and Learning & Development) to ensure the business groups receive the necessary services, support and communications from these centralized HR functions.

- Participate in the development of the business groups' plans and programs as a strategic partner.
- Provide coaching to Managers on how to improve individual and/or organizational performance

### Qualifications:

- Minimum of 5 years of HR experience (as for instance Senior HR Generalist or HR Business Partner) within a multinational corporation;
- Lead and partner on internal HR process improvement and key strategic initiatives projects
- Demonstrated experience and/or knowledge in organizational development, change management, employee relations and leadership development
- Demonstrated ability to drive human resource strategies and programs in a complex environment at the most senior levels of an organization.
- Strong communication (verbal and written) and presentation skills, including the capability of providing direction and feedback to internal and external stakeholders located locally and remotely;
- Good knowledge of labor law;
- Demonstrate ability to contribute to wider business and outside area of own expertise;
- Ability to work effectively and constructively in a team environment or independently;
- Commitment to continuous improvement and further skills development;
- Ability to form strong relationships with internal and external stakeholders and represent the Company professionally;

### Education:

- A University degree or equivalent. Major in Human Resources and International Business Administration or a relevant field will be a plus;
- Solid understanding and application of Emotional Intelligence;
- Excellent communication skills – both written and verbal;
- Intellectually sharp with strong numeric/analytical skills.



We offer an attractive salary package: Fix Salary € 65,000 + Variable Salary

Please send your CV and application letter in ENGLISH to Stefano Morelli at [S.Morelli@crif.com](mailto:S.Morelli@crif.com).