

About Kekst CNC

Kekst CNC was formed in late 2018 when two of the world's premier strategic communications firms, Kekst, founded in 1970, and CNC, founded in 2002, combined their teams and capabilities to build the leading global strategic communication consultancy worldwide. Our global team of more than 250 experienced professionals serve clients from our 12 offices in New York, London, Munich, Berlin, Frankfurt, Brussels, Tokyo, Seoul, Hong Kong, Dubai, Abu Dhabi and Stockholm where Kekst CNC is JKL. As trusted advisors, the firm brings expertise on such high stakes matters as: M&A, shareholder activism and governance, crisis communications, restructurings, regulatory investigations, litigation support, investor relations, IPO communications, issues and reputation management, change management and employee engagement, as well as digital and social communications. Kekst CNC is part of the Publicis Groupe, the world's third largest communications group.

To support our team in our office in **Munich** we are hiring a

Senior HR Business Partner (m/f/d)

About the Role:

This role bears the overall responsibility for the smooth running of all Kekst CNC Talent Management processes (covering the entire employee life cycle) with main focus on the German market and our offices in Near/Far East. Working closely together with and reporting directly to the HR Director, the Senior HR Business Partner will provide strategic support, act as trusted advisor for Kekst CNC's business leaders and consultants. S/he will be co-responsible for managing global HR projects.

Main Responsibilities:

The HR Business Partner is consultant, problem solver and service provider as well as advisor on all job related matters. He/she will mainly dedicate his/her capabilities to the following areas of work:

- Work with the HR Director on the implementation of the global HR strategy, driven by goals and objectives that are aligned with the business needs
- Develop global projects and strategic initiatives to support the global HR strategy
- Develop a sound, market related, global talent attraction strategy and act as "face to the market" in all employer branding initiatives in the German market
- Steer the processes of talent and performance management in Germany and Near/far East.
- Provide high level content and process support to the international HR team members
- Provide advisory and HR guidance to all German employees, including senior management
- Work closely together with the area of "Learning & Development" and involve the entire organization in development efforts

- Ensure that L&D interventions have clear business aims to enable a robust measurement of the event's effectiveness and return on investment
- Contribute to innovation, continuous improvement and the implementation of best practices in all HR processes – Employer Branding, Talent Attraction, Recruiting, Onboarding, Development, Compensation, Performance Management, Employee Services and Retention
- Develop, maintain and make full use of a KPI system and an HR performance management driven by indicators

Requirements:

- Bachelor degree with a focus on business, management or HR required; advanced degree in HR with strong academic record desirable
- Minimum of 7 years of relevant experience in HR (ideally in the environment of Professional Services / Top Management Consulting); prior consulting experience desirable
- First management experience and effective project management skills
- High self-confidence and credibility
- Excellent communication and relationship building skills
- Analytical skills and the ability to independently solve problems / to remediate issues
- Strategic thinker, open for innovation, and proactive driver of change
- Exceptional eye for detail and organisational skills with the ability to manage multiple tasks simultaneously
- Proven client orientation
- Business fluency in English and German
- Full command of Microsoft Office applications

This role provides the opportunity to work closely together with the leadership team and the consulting staff, to participate actively in shaping the future of Kekst CNC, thus playing a crucial role for our continuous success. We offer an inspiring working atmosphere, characterized by the highest level of professionalism in a challenging environment, lots of fun at work and an open corporate culture. We have offices around the globe in modern workplaces.

Please send your application to the following e-mail address:

career-emea@kekstcnc.com

For initial information regarding our company and this role, feel free to contact directly Mr. Uwe Kraus: uwe.kraus@kekstcnc.com or +49 1520 190 2891