



## HR Business Partner (m/f/d) - Regional HR Management

The **Motherson Group** is one of the 15 largest and sustainable full system solutions providers to the global automotive industry, serving multiple further industries, such as rolling stock, aerospace, medical, IT, and logistics, with over 200,000 employees across 44 countries worldwide. The **Chairman's Office Europe and North Africa (COE)** is supporting and coordinating our operating units, R&D centres, and representative offices across Europe and North Africa with corporate functions and services. Given our fast growth, we are constantly looking for talented new colleagues to become part of our team.

### Your tasks.

- **Drive analytical and operational activities in remuneration and compensation topics** across the region, including market and benchmark analyses, job and salary classification, administration of incentive schemes, and the **design and continuous enhancement of competitive and compliant remuneration packages**
- **Actively support the end to end annual salary review process** at regional level, delivering high-quality analyses and decision-ready insights such as market data evaluations, cost and budget impact analyses, and country- and entity-specific assessments to support management decisions
- **Ensure consistent, compliant, and standardized execution of HR reporting standards** by actively managing reporting processes and **steering the interface between HR, IT, and business units** to enable efficient end-to-end delivery
- **Design, prepare, maintain, and continuously further develop HR reports, dashboards, presentations, and data analyses** for management and internal stakeholders, with a strong focus on transparency, accuracy, and

### What we offer.

The team is growing at the same time our Group grows. Therefore, there are many opportunities for you to grow with us!

You will work in a flexible working environment within a multinational team.

We show our commitment to our people via the following values:

- **Interest for each other:** We act with empathy and care about each other and about our counterparts.
- **Togetherness:** We work together collaboratively and selflessly.
- **Trust:** It is a given from Day 1, but if you mistreat someone, you can lose it. Therefore we say what we mean, keep our promises and treat others with respect.
- **Respect:** We respect and value people of all backgrounds. Respect is a common ground we work with each other.
- **Enthusiasm:** We are curious, ambitious,

usability

- **Lead the coordination and execution of HR Operations-related projects**, ensuring structured planning, timely follow-up, and effective alignment with all relevant internal and regional stakeholders
- **Drive the development, standardization, and continuous improvement of HR Operations processes**, including the definition of standards and governance frameworks, while ensuring structured implementation and alignment with agreed business objectives
- **Act as a central communication and coordination interface** between HR functional teams, regional HR Operations, IT, and other stakeholders, ensuring effective collaboration and a smooth, reliable flow of information within ongoing initiatives

#### Your profile.

- Degree in Business Administration, Economics, Finance, Human Resources, or a comparable field
- **Several years of hands on experience** in regional HR Operations, Compensation & Benefits, HR analytics, or a comparable analytical HR role within an international or matrix organization
- **Strong analytical skills** combined with experience in data analysis and the preparation of **management ready reports and presentations**
- Proven experience in **coordinating projects and collaborating with cross functional and international teams**
- **Solid understanding of compensation structures, salary benchmarking methodologies, and HR reporting principles**
- **Strong communication and organizational skills**, with the ability to work independently, manage multiple priorities, and engage effectively with stakeholders at different levels
- **Proactive, structured, and solution oriented working style** with a high degree of ownership and accountability

passionate, humble and life-long eagerly learners.

#### How to apply.

Have we raised your interest? Then apply for the job with your complete application documents directly on this page.

Should you have any further questions, please feel free to contact us by phone at the following number: +49 (0) 6181 – 36972150.

We look forward to getting to know you soon!

Apply now