



To reinforce our Human Resources team in Bicske, we are seeking a

HR Business Partner [all genders]



The position is based in Europe (Bicske, Hungary and flexible option to home office), occasional business travel.

Vincotech is the go-to source for power modules that drive motion control, renewable energy, and power supply applications. We work hard to deliver off-the-shelf and made-to-order products to meet all our customers' needs.

Fast and flexible is our motto. Everything we do gets done with the future in mind. This is where you come in. Join us, a successful market leader and reliable partner, to help build a better tomorrow with sustainable technologies. Let's make an impact together.

Headquartered in Unterhaching near Munich, we also own and operate a plant in Bicske, Hungary, and maintain sales offices around the world. Our global team of 9000 people welcomes you to Vincotech, a Mitsubishi Electric Corporation company.

Your skills are in demand. We need you to:

- / Partner with managers to develop and implement effective HR practices that will support the strategic growth of the business
- / Help line managers deal with organizational, people and change-related issues, optimize organizational design to increase productivity and improve performance of the business
- / Provide timely information and/or training for all levels of the designated department on HR issues
- / Lead and support organizational change initiatives, help employees to adapt to new processes and technologies
- / Educate, coach, and partner with managers on employee development goals
- / Provide HR expertise in the areas of feedback, employee relations, development and coaching, compensation, and organizational development
- / Participate in the continual development of HR programs, such as recruiting, retention, compensation, benefits, employer branding and Learning & Development
- / Collaborate with the HR team to champion and accelerate Vincotech's company culture in which people feel engaged, able to thrive and be inspired to deliver top business results
- / Contributes core HR processes, analyze and interpret various types of employee reports to guide decision making and provide proactive solutions to specific client groups

EMPOWERING YOUR IDEAS

- / Partner with Learning & Development to work on value-added programs in areas of training, development and career mobility
- / Partner with Compensation & Benefit to coordinate annual salary reviews and off-cycle salary adjustments
- / Partner with HR Controlling to contribute in the business planning process
- / Ensure compliance with labour laws, regulations, and industry standards, while mitigating HR-related risks

Your credentials are persuasive. You:

- / Have university degree [for example, but not limited to: economics/psychology/law]
- / Have 4-5 years experience in HR Business Partnering
- / Have preferred HR experience in the manufacturing field
- / Have advanced English language skills
- / Have a data driven mindset
- / Have the ability to set up and track relevant metrics and KPIs and use them to drive business results
- / Have the ability to understand Vincotech's business and the semiconductor industry trends and challenges
- / Have the ability to transform and improve HR processes through standardization and digitalization, proficiency with Microsoft 365
- / Have solid Hungarian labour law knowledge, basic tax and social security knowledge
- / Have excellent mentoring and relationship building skills
- / Have the ability to empathize with others
- / Have impactful communication skills

Join us and take this opportunity to:

- / Be part of a company, which is a key enabler of efficient and affordable energy use everywhere, which is one of the most important megatrends of our society and a necessity for generations to come
- / Drive change and have a direct impact on future business and the future of Vincotech
- / Be part of a motivating company culture where flat hierarchies and quick decision-making are realities rather than wishful thinking
- / Find long-term career prospects, an attractive salary and very good benefits – all this can be part of your priority package at Vincotech

We welcome your application and look forward to discussing how Vincotech can become your next career choice.

Vincotech Hungária Kft.

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Vincotech