

# HR Manager / Human Resources Manager (m/f/d)

## Ihre Aufgaben

- Overall responsibility for all operational and strategic HR topics at the manufacturing site
- Ensuring compliance with Czech labor law as well as internal corporate policies and standards
- Advising and supporting managers in labor law, HR-related, and organizational matters
- Further development of people management processes (leadership development, performance management, talent development, succession planning)
- Driving and implementing HR digitalization initiatives (e.g. HR systems, workflows, reporting, self-services)
- Acting as the central HR interface for transparent and consistent internal communication across all employee groups while coordinating external HR-related communication with authorities, partners, and stakeholders in alignment with corporate standards and local legislation.
- Cooperation with employee representatives, external partners, and authorities
- Implementation of corporate HR projects and standards in close alignment with the international HR organization
- Preparation of HR KPIs, reports, and decision-making materials for local management and the corporate organization
- Supporting and accompanying change and transformation processes within the manufacturing environment
- Ensuring full compliance with GDPR requirements by overseeing data protection processes, policies, and practices within HR and acting as the local point of contact for data protection matters in coordination with corporate standards.



Job ID  
**REF95873A**

Arbeitsbereich  
**Personalwesen**

Standort  
**Horšovský Týn**

Leadership Level  
**Leading People**

Job Flexibilität  
**Onsite Job**

Rechtliche Einheit  
**AZ-CZECH s.r.o.**

## Ihr Profil

- University degree in Human Resources, Business Administration, Law, or a comparable qualification
- Several years of professional experience in a responsible HR position, preferably in a manufacturing or industrial company
- Very good knowledge of Czech labor law and hands-on experience in handling labor law matters
- Experience working within an international corporate environment and with corporate HR guidelines
- Strong background in people management and partnering with leaders at different levels
- High affinity for HR digitalization, process optimization, and data-driven HR management
- Solid understanding of the requirements of a production environment (e.g. shift models, operational HR topics, diverse workforce structures)

- Strong communication skills, assertiveness, and a structured, solution-oriented working style
- Fluent Czech and English; German language skills are an advantage

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