

HR Manager 60 - 100%

We are looking for new teammates!

This is us

We are a rapidly growing, profitable science-based company and our purpose is to prevent and monitor animal diseases by offering innovative, quick and high-quality diagnostic solutions.

Through our listed parent company, VIMIAN Group, INDICAL is part of a global network of innovation-driven companies with a shared passion for improving animal health. With direct representation in 18 countries and activities in 82 countries through our Commercial Partners, we benefit from a global reach while maintaining the agility of an entrepreneurial start-up company. Our core values are fairness, impact, passion and trust. We have an ambitious, frank and informal culture, in which everyone's opinions and ideas count.

To strengthen and to accelerate the success of our fast-growing company, we are looking for a HR Manager for our office in Leipzig.

Your team

- You work in a small international and multicultural team and also closely with our service providers (in US, SWE, FRA, UK, NED, AUT, CH, ITA, TUR and AUS)
- Your workplace is based in our office in Leipzig
- You are supported by an HR Assistant/Office Manager based in Leipzig

Your mission

- You design the people strategy, drive its implementation and execution across all Business Units
- You provide general advisory services on:
 - Leadership, personal growth and career development
 - Salaries and compensation
 - Talent acquisition, onboarding, retention and talent pipeline planning
 - Managing organization development projects, building effective change plans and implementing initiatives
 - Enabling an agile, commercial and learning culture
- Review and where required change HR target operating model across all INDICAL entities
- Define and document global HR processes as well as implement global HR Tools and policies
- Insource HR in countries outside Germany where possible (objective: implement one INDICAL standard and cost reduction)

- Manage payroll providers and local, externalized HR support
- Conduct end-to-end hiring process through dedicated recruiting as well as determine talent acquisition plan for key roles
- Collaboration with the Leipzig works council
- Responsible for the annual performance management process
- Ensure compliance with German law / regulation and outline required deviations for employees based outside Germany

Your skills and professional experience

- Minimum of 10 years' HR advisory experience preferably in a matrix or global company, combining both partnering and operations experience
- Bachelor's degree in labour relations & HR, psychology or law preferred
- Strong organizational, communication, and interpersonal skills with the ability to resolve issues with a mature, calm, and flexible approach
- Strategic, structured, and well-organized mindset, multi-tasking abilities
- Ability to learn fast and identify stakeholder needs
- Excellent verbal and written communication in German and English, additional languages are a plus
- Ability to work independently and within a team
- Routine in the use of the entire MS Office package
- Experience with (IT) HR Tools preferred

We offer you

- A diverse field of activity in a dynamic mid-sized with a refreshing spirit
- Flat structures and fast decision-making
- An international environment, a young team that appreciates open, cooperative exchanges and supports each other
- The opportunity to take responsibility, help shaping and implementing solutions
- Conditions of employment in line with the market and opportunities for further personal development
- A workplace in the city of Leipzig with good public transport connections

We are looking forward to receiving your informative application including a motivation letter by email to application@indical.com.¹

¹ With your application, you agree that your applicant data may be made available to third parties for job filling procedures. You can revoke this consent at any time by sending an e-mail to application@indical.com.