

Human Resources Services Expert with German

Job ID
REQ-10021371
Sep 09, 2024
Czech Republic

Summary

To support the development of P&O processes, principles, and guidelines for a small client group, as well as coordinate data analysis and evaluation, in support of the implementation and/or maintenance of processes / services / continuous improvement in scope.

About the Role

Key Responsibilities:

- Provide end to end support of HR Services related queries and requests regarding the entire employee lifecycle processes; respond to employee inquiries related to HR policies, procedures, and benefits as well as closely cooperate with our HR colleagues from Payroll, People Partners, Talent Acquisition and Rewards teams
- Ensure all necessary entry/change/exit procedures of employee life cycle including handling of legal documents; manage and archive documents in employee files.
- Perform data management in HR systems, filing confidential HR documents ensuring that employee files records are accurate, up-to-date and maintained in a timely manner.
- Payroll and Time & Attendance – perform timely payroll and time data changes in HR system, perform checks and exchange information with payroll vendor; archive supporting documents.
- Extract HR reports and perform analysis; assist with compliance reporting and regulatory requirements.
- Liaise with external organizations and local authorities (e.g. health insurance companies or social security administration) to ensure proper document flow handling
- Act as Subject Matter Expert for agreed topics; maintain reference documentations (e.g. manuals, training materials or work instructions); actively support transitions and projects in scope

Key Requirements:

- Bachelor's degree required or equivalent working experience; diploma/certificate in HR/other related field is preferred
- Relevant years of experience in HR Services (or similar service providing organizations)
- Strong communication and analytical skills and attention to detail with ability to prioritize in fast-paced environment
- Fluent English and German
- Experience with Payroll processing is an advantage

Nice to have:

- Experience with SAP and/or Workday is an advantage
- Knowledge of Service Now or another ticketing tool is an advantage

You'll receive:

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement) ; 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program – choice of benefits from Benefit Plus Cafeteria in the amount of 12,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); Public Transportation allowance; MultiSport Card, Employee Share Purchase Plan. Find out more about Novartis Business Services: <https://www.novartis.cz/>

Accessibility and accommodation:

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in any order to receive more detailed information about essential functions of a position, please send an e-mail to inclusion.switzerland@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and-culture>

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Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

Division

People & Organization

Business Unit

CTS

Location

Czech Republic

Site

Prague

Company / Legal Entity

CZ02 (FCRS = CZ002) Novartis s.r.o

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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