



GENIUS  
HUMAN RESOURCE CONSULTING

# Chief Human Resources Officer (all genders)

Market leader in machine tools for automotive industry



Genius Consulting GmbH is an independent management and outplacement consultancy which specialises in filling management positions and supporting career transition processes of performance driven candidates. Founded in 2009, the Genius Consulting GmbH associates have succeeded in becoming reliable partners for the automotive industry, mechanical and plant engineering industry, reputable companies in the field of information technology, consulting firms as well as innovative start-ups.

By combining tried and tested search strategies with innovative recruitment tools together with our comprehensive candidate network, we offer you maximum efficiency during the search process. We deliver results, not reports!

Our client, is a market leader in machine tools for the automotive industry with approx 8.000 employees in more than 60 countries.

To start as soon as possible, we are looking for  
YOU as a new

**Chief Human Resources Officer**  
**(all genders)**

Genius Consulting GmbH

Mr. Holger Kilian, Executive Partner | [hk@genius-consulting.de](mailto:hk@genius-consulting.de) | +49 621 70287687

Schneeberger Str. 16 | 68309 Mannheim · Friedrichstraße 171 | 10117 Berlin

## RESPONSIBILITIES:

- Establish and implement HR efforts that effectively communicate and support the company's mission and strategic vision.
- Develop HR plans and strategies to support the achievement of the overall business operations objectives.
- Function as a strategic business advisor to the executive/senior management of each business unit or specialty group regarding key organizational and management issues.
- Work with the company's executive management team to establish a sound plan of management succession that corresponds to the strategy and objectives of the company.
- Develop comprehensive strategic recruiting and retention plans to meet the human capital needs of strategic goals.

- Develop and implement comprehensive compensation and benefits plans that are competitive and cost-effective.
- Provide overall leadership and guidance to the HR function by overseeing talent acquisition, career development, succession planning, retention, training, leadership development, compensation and benefits globally.

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## QUALIFICATIONS:

- University degree with very good results plus MBA are mandatory.
- Min. 15 years of professional experience in a comparable role within the automotive industry.
- International mindset.
- Strong supervisory and leadership skills.
- Excellent communication and presentation skills.
- Strong organizational skills and attention to detail.
- Thorough knowledge of employment-related laws.
- Fluent in German and English, both spoken and written. An additional language would be beneficial.
- Distinctive readiness to travel internationally (>30%).

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