



QSS d.o.o.

HR Business Partner (m/f)

#weareqss and we are looking for: HR Business Partner

This job ad is for you if you are an experienced HR professional, willing and ready to take managerial responsibility. You have excellent interpersonal and communication skills, you are structured analytical and perceptive. You are innovative and creative enough to initiate change, but wise enough to have patience in implementing change. You readily take on challenging work. You are excited and knowledgeable about new HR practices, but you never forget the core and essence of HR work. Your preferred corporate culture is a mix of new age dynamics and some good old traditional structure.

You will be in charge of:

- Corporate culture: this of course is not a "one man show" task, but as our HR partner you will have a prominent role in shaping QSS corporate culture through the HR activities and projects you propose and conduct. You will be in charge of employee surveys, employee workshops, team buildings etc.
- Organizational structuring: please note that this is a "HR business partner" position; i.e., in order to be successful at what you do, you will need to understand and support the business by providing guidance and input on business unit restructures, workforce planning and succession planning.
- Training and development: this is not about "pampering a few individuals". We take our employees seriously and we want to offer serious support to their competence and talent development. You analyze existing competence level and together with line managers you propose the career development plans. You actively support individual employees in executing their development plans. You will be in charge of creating company training plan and budget.
- HR policies and procedures: you bring in your experience and creativity on this one. You are in charge of making sure QSS is always on top of its game when it comes to HR best practices. Together with line managers and our employees you make sure our HR policies reflect our company culture and support business objectives
- Recruitment: In this segment we expect you to go beyond placing a "job ad" on job board. You are analytical and follow the labor market, you create and conduct proactive sourcing and recruitment strategy. It is all about the team work, so you will work closely with our line managers and marketing specialist to achieve best results when it comes to employee retention and employer branding.
- HR budgeting/controlling and planning: if you are already experienced in HR budgeting and planning; good! If numbers are not your strongest competence, do not be scared by this, as we will help you out and guide you on this one.
- Managing risk and compliance: you will not have to do personnel administration (i.e., salary payouts, employee contracts etc.), however you are expected to maintain in-depth knowledge on

these matters

- Other: as experienced HR you know that at the end of every job description comes "other related duties as assigned", but we mean this in a positive manner. We hope you will shape your job responsibilities by adding value to QSS.

If all of the above, sounds good to you, well we hope you to fit the following requirements:

- At least 5 years of experience in human resources (not necessarily in IT industry)
- Bachelor degree in human/social science or business management
- Fluent in English

Sounds like a good fit?

Apply by July 17th 2021

Applications should be sent to job@qssbh.com.

Lokacija: Sarajevo
Datum objave: 17. Jun 2021.
Datum isteka: 17. Jul 2021.