



People and Talent Manager EU (f/m/div)

AEC is the automotive solutions company and official importer of DODGE and RAM vehicles into Europe in cooperation with the manufacturer Fiat Chrysler Automobiles (FCA). Become part of our family and join our People Operations Team in Munich. Reporting to the Communications & People Operations Director you will proactively attract, help retain and develop top talent for our European operations. As part of this job, you will work side by side with the department heads to help them fill their recruiting and staffing needs and develop talent pools for future opportunities.

Responsibilities

- Redefine and manage the end to end recruitment process from interview to onboarding
- Attract and retain top talent for the Head Offices in Munich and several regional offices and facilities
- Successfully fill all vacancies in line with our culture and expectations of the roles
- Proactively seek new talent and develop talent pools for future opportunities
- Analyze and benchmark our value proposition and implement continuous improvements
- Maintain positive relationships with candidates during their entire journey
- Take full ownership of the onboarding process and make it an enjoyable experience
- Work together with employer branding team to promote us as an employer of choice on various social media channels by being an active member of the respective communities (such as LinkedIn)
- Build strong relationships with our leaders and collaborate to select best candidates for their vacancies
- Work together with other departments to understand their growth and development needs and devise plans accordingly
- Drive skill acquisition in alignment with departmental and overall corporate needs and long-term vision
- Develop relationships with key contacts internally and externally
- Conduct surveys to understand the satisfaction rates and pro-actively advise or course-correct
- Propose, organize and participate in relevant events and conventions

The Ideal Candidate Will Demonstrate the Following Skills and Abilities

- *Upbeat and Outgoing* – a positive mindset dedicated to creating an enjoyable experience for candidates and employees.
- *Cultural Ambassador* – exhibits and promotes our corporate culture at all times.
- *Process Management* – ability to develop, implement & maintain industry leading people operations processes in the area of recruitment, talent management and development.
- *Organization & Execution Skills* – an organized individual that uses a systematic approach.
- *Management/Coaching Experience* – lead, coached and/or trained individuals in their past experience.
- *Teamwork* – includes colleagues in planning, decision-making, facilitating and process improvement; collaborates with other team members to reach mutual goals.
- *Network* – develops and maintains a valuable network of talent and other HR professionals to always be at the forefront of new opportunities and trends.
- *Cost Consciousness* – works within approved budget; develops and implements cost saving measures; conserves organizational resources.
- *Quality* – looks for ways to improve quality; demonstrates accuracy and thoroughness.



- *Judgment* – displays willingness to make decisions; exhibits sound and accurate judgment; Supports and explains reasoning for decisions; Includes appropriate people in decision-making process; Makes timely decisions.

Our Corporate Values

- Adaptability: we love change!
- Reliability: we keep our promises.
- Professionalism: we are results-focused.
- Leadership: we all take ownership.
- Growth: we are committed to continuous improvement...

Education & Experience

- Proven experience in a similar mid-tier position in Human Resources
- Excellent communications skills and ability to negotiate with candidates of all levels
- University degree from an accredited institution preferably in Human Resources or related field
- Proficiency in MS Office, especially Excel and PowerPoint is required
- Proficiency in software and digital platforms (Personio, LinkedIn, Stepstone) is an asset
- Full professional proficiency in English, German is an asset

What You'll Get In Return

- The opportunity to shape and grow an industry-leading automotive distributor
- A flexible, collaborative, dynamic, and fast-paced work environment with an award-winning employer
- Many opportunities for personal and professional development
- Opportunities to participate in exciting brand and company events that give back to the community
- Competitive employer paid benefits and compensation package
- 30 vacation days and 50 mobile working days per year (for full time employees)
- And much, much more!

Your application:

We look forward to receiving your application (cover letter, CV, salary expectations) by e-mail to: amazing-job@aeceurope.com

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Visit our Product Website to find more about our vehicles & services:

www.aeceurope.com

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