



To support our team in Hamburg we are seeking an experienced

Director of People (m/f/d)

Indivumed is a physician-led, integrated global oncology company for personalized medicine with the world's premier high-content tumor database and highest-quality biobank. Our range of services and products is tailored to customers' needs in translational and clinical research and molecular diagnostics. With approximately 200 employees across Europe, North America, and Asia, we are an internationally minded, future-oriented company with an ambitious growth strategy, which includes the development of a global cancer database solution. Indivumed is proud of our innovative team of leading scientists and of our strong international reputation. At Indivumed, you are given the rare opportunity to pursue your professional goals and benefit from quick decision processes – thanks to a flat organizational structure and ample creative freedom.

Skills and abilities

- Lead and represent the HR operations for the Indivumed group with a view of creating speed and efficiency across the business and providing HR support to rapidly shifting business demands.
- Position the group HR operations team as an outstanding service provider and develop the most superior workforce that enables the organization and individual employees to accomplish their goals in service to local and global customers and stakeholders.
- Support the Group Chief Legal & People Officer by providing input, in close cooperation with Finance & Controlling, on budget, quarterly reforecasting, relevant people management issues while assessing potential strategies and solutions, and keeping global HR operations aligned with the overall business priorities and goals.
- Develop, update and control the execution of career plans, HRD programs and coherent as well as competitive compensation schemes.
- Maintain measurable individual performance and development evaluation and support, and be the first point of contact for compensation and benefits related requests.
- Harmonize and establish organizational structures, policies and processes groupwide, and proactively identify process improvements.
- Find new ways to inspire people working with us and take initiative to develop and drive people management strategies that promote an environment where all employees feel valued and respected.
- Be the first point of contact for escalations and finding quick solutions.
- Show strong functional expertise in routine HR administration processes, tools and systems for the management and delivery of HR services by embracing the latest trends and best practices.

Education and/or experience

- University master's degree in business administration or equivalent.
- 5+ years of operational and strategic HR experience, especially in HR administration.
- Leadership experience, preferably in remote leadership.
- Experience as an HR generalist or working on HR initiatives with knowledge of HR administration, payroll and total rewards, and/or benefit schemes.
- Knowledge of IT systems (preferably namely SAP) and procedures and operating models as well as strong digital affinity.
- Advanced stakeholder management skills, solution-driven attitude, conceptual & analytical thinking, hands-on, drive for results, flexibility and responsiveness.
- Excellent organizational, supervisory, project management, communication and interpersonal skills.
- Ability to challenge strong stakeholders to reach the best results, and to create clarity.
- Open-mindedness and willingness to change and learn with a highly developed self-reflection and a strong mindset for continuous improvement.
- Fluency in in written and spoken English and German languages.
- Willingness to travel 10-20%

Working conditions

- Demanding area of responsibility in a fast-growing company
- Creative freedom
- Short decision paths
- A collegial team and a good working atmosphere
- Continuing education and training
- Support of occupational pension scheme
- Grant for the HVV ProfiTicket
- Subsidy for sports membership and events
- Fresh fruits and drinks
- Christmas and summer party
- Company medical examination
- Flexible working hours

Would you like to contribute to the success of our company?

Please apply online via jobs@indivumed.com and include your salary expectations and current notice period.

Indivumed GmbH

Human Resources
Falkenried 88, Bldg. D
20251 Hamburg

Tel.: +49 (40) 41 33 83 0

For more information about
Indivumed, please also visit
www.indivumed.de