For our client, a global leader in aerospace and advanced power systems, we are looking for a n **HR Advisor with German**. In this role, you will be part of a dynamic team based in Krakow, supporting the full employee lifecycle for the German market within a world-class engineering and technology environment.

HR Advisor with German

Nr ref.: 192/5/2026/YI/268588/jobs.pl Kraków (małopolskie)

What we offer

- Hybrid work model (min. 2 days from office),
- Flexible start time between 7:00 AM and 9:00 AM,
- Work in a modern office located in the Krakow center,
- Annual bonus based on financial results and employee performance evaluation,
- Employer financed private healthcare at LuxMed for employees. Additional packages can be purchased,
- Group life insurance,
- Subsidy for glasses/contact lenses worn for work,
- Subsidy for extra-curricular activities within the cafeteria system on the myBenefit platform/subsidy for Multisport cards,
- Internet and electricity allowance for remote work,
- Increased funding for the Employee Capital Plans (PPK) program,
- Additional vacation days based on length of service.

Your tasks

- Handles various day-to-day administrative tasks, including maintaining personnel records, processing paperwork, and managing HR-related information systems,
- Ensure compliance with labor laws, regulations, and ethical standards while designing processes and procedures,
- Resolve employee requests (incl. complaints) and analyze and report on human resources metrics, trends, and issues,
- Provide guidance on best practices, and lead or participate human resources projects,
- Overseeing HR End-to-End Operations Processes,
- Manages and resolves complex employee and Line Manager issues and escalation,
- Ensuring compliance with labor laws & local regulations (DE scope),
- Handles various administrative tasks, including maintaining personnel records, processing paperwork, and managing HR-related information systems,
- Developing and implementing HR policies and programs,
- People partner also act as a trusted advisor to both employees and management, collecting and analysing HR data, and providing guidance to foster a positive and productive work environment & high-quality HR service delivery,
- Executes transactions according to guidelines and timelines to meet SLA targets. provides process training to ensure operational delivery within the team, adjust existing processes to implement process improvement and CI standards.

What we expect

- Working in HR service delivery fort the D/A/CH cluster (min. 3 years)
- Experience on working with ticketing tool: SNOW, workday, SAP
- Experience in process ownership and process design
- Experience in German HR End-to-End Operations Processes, labour law knowledge
- Experience in managing and resolving complex employee requests from the HR service delivery perspective.

Employment agency entry number 47

this job offer is intended for people over 18 years of age