

We are partnering with a prestigious, global engineering and technical assurance organization dedicated to improving safety and performance in maritime and industrial sectors worldwide. To support their expanding global operations, we are looking for a skilled, independent **HR Advisor / People Consultant** (German Speaker) to provide expert advisory support to business leaders and managers across Germany. In this role, you will act as a vital HR bridge, combining operational excellence with strategic guidance in employee relations, performance management, and **German employment law**. If you thrive in a collaborative, multicultural environment and want to make a tangible impact on a global scale, this opportunity is for you!

HR Advisor with German

Nr ref.: 12/9/2026/JP/270232/jobs.pl Gdańsk (pomorskie)

What you can expect from us?

- Attractive monthly base salary depending on experience
- Permanent employment based on an employment contract
- Performance Bonus: Colleague Incentive Plan with a target bonus of 3% (up to 4.5% based on personal & company performance)
- Work Flexibility: Hybrid model in Gdansk or 100% Remote working options from anywhere in Poland (plus a 800 PLN/month Home Office allowance if residing 100km+ from the office)
- Retirement & Financial Perks: Generous Employer PPE contribution of 5.5% of total salary
- Health & Well-being: Comprehensive private medical health plan, voluntary life insurance plan
- Professional Growth: A purposeful role in a global, values-driven organization offering structured development programs

Employment agency entry number 47

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

What will your tasks involve?

- Provide HR advice and guidance to managers and colleagues across Germany
- Support employee relations cases and performance management activities
- Advise on German employment legislation, HR policies and best practice
- Partner with People Partners and business leaders to deliver effective people solutions
- Support organisational change, recruitment, reward and other employee lifecycle activities
- Build strong stakeholder relationships across a global organisation
- Ensure HR processes are delivered consistently and efficiently

What we expect from you?

- Fluent German (B2/C1) and English (B2/C1), written and spoken
- Strong working knowledge of German employment law
- Experience in an HR Advisor, HR Generalist or similar advisory HR role
- Experience managing employee relations cases and advising managers
- Experience working within a global, shared services or centralised HR environment

- Strong stakeholder management and communication skills
- Ability to manage multiple priorities in a fast-paced environment