

For our client, a global leader in aerospace and advanced power systems, we are looking for an **HR Advisor Manager with German**. In this role, you will be responsible for the end-to-end delivery of HR advisory and specialist people services for the **German market**. Leading teams across People Partner Advisory, Learning & Talent, People Excellence and Global Mobility, the role ensures high-quality, compliant and efficient delivery of advisory services and people programmes.

HR Advisor Manager with German

Nr ref.: 273/10/2026/YI/271062/jobs.pl Kraków (małopolskie)

What you can expect from us?

- 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.

Employment agency entry number 47

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

What will your tasks involve?

- Managing, coaching and developing Advisors, Specialists and Generalists, fostering a high-performance, service-oriented and collaborative culture,
- Acting as a central escalation and accountability point for complex employee relations, talent, mobility, organisational or policy matters, ensuring practical, consistent and risk-aware recommendations,
- Working closely with HRBPs, Centres of Expertise, business stakeholders and People Services Operations to support aligned advisory outcomes and appropriate case ownership,
- Improving Efficiency through standardisation and automation, strengthening Effectiveness through governance and expertise, and enhancing Employee Experience through reliable and consistent service delivery,
- Identifying recurring issues, risks and improvement opportunities from advisory cases, and recommending practical changes to processes, knowledge content or ways of working,
- Coaching team members on advisory judgement, policy application, case documentation and stakeholder communication to build stronger advisory capability,
- Leading transition, transformation and service maturity activities within the GBS

operating model, contributing to scalable ways of working, knowledge transfer, readiness and adoption of global standards,

- Building effective stakeholder relationships and promoting a high-quality, customer-focused and commercially aware advisory approach within People Services.

What we expect from you?

- Fluency in English and German language (min.C1),
- University degree in HR, Management, Law, Business Psychology or a related discipline; relevant HR professional qualification would be an advantage,
- Experience working with HRBPs, Centres of Expertise, business stakeholders and People Services Operations to support effective resolution of advisory matters,
- Solid HR advisory experience in an international, shared services or matrix environment, including involvement in complex, escalated or sensitive people matters,
- Strong practical understanding of HR policies, employee lifecycle processes, case management, local employment requirements and governance expectations,
- Ability to provide clear, pragmatic and risk-aware recommendations to stakeholders, balancing compliance, business context and employee experience,
- Experience working with HRBPs, Centres of Expertise, business stakeholders and People Services Operations to support effective resolution of advisory matters,
- Strong stakeholder management, communication and influencing skills, with confidence to challenge constructively and work through ambiguity within agreed boundaries,
- Ability to share expertise and contribute to advisory capability, quality improvements and service maturity activities.