



AOP Health is the European pioneer for integrated therapies for rare diseases and in critical care. To enhance our team in Vienna we are looking for a:

Senior HR Business Partner (f/m/d)

1190 Vienna | Full-time employee | Start: as of now |



This role will partner with AOP Health leaders largely in our Commercial Organisation to support strategic and operational HR business objectives and acts as an internal advisor, providing advice and coaching across all elements of the employee lifecycle.

What Your Day To Day Will Look Like

- You actively partner with stakeholders to understand the current and future needs of the business and ensure the implementation of our global HR strategy
- You assist leaders with strategic planning and forecasting needs regarding people and organizational culture
- You collaborate with leaders to co-design their areas in terms of organizational development (e.g. planning of required positions and development of talents)
- Based on your business insights, you make recommendations about ways to enhance our workplace and the culture of AOP Health
- You are the first point of contact for managers and employees in your area: You provide guidance and support when it comes to implementing our HR policies and procedures
- You equip business leaders with appropriate tools and knowledge to effectively manage and develop their people and provide proactive guidance and counsel on people-related issues
- You oversee our employee life cycle, ensuring that our global standards are fulfilled (e.g. performance management, reward and recognition, talent management, employee development)
- You monitor the employee engagement in your area and develop as well as implement measures with the team to increase sustainably the employee satisfaction
- You meet our leaders at eye level and provide them with advice, sparring and coaching in people-related questions
- You partner with HR team members to deliver seamless HR processes and programs across the business, and you support the recruitment of key roles
- You accompany the AOP Health Headquarters and our foreign subsidiaries in organizational changes and evaluate labor law issues, especially for (new) countries

Your Qualifications and Experience

- Completed (business administration) studies with a specialization in HR or comparable education
- 7+ years of professional experience with 2 years in a leadership role, ideally in a HR role
- Pharma/Life Science industry experience, preferably in support of commercial/country organisations
- Experience working in international companies with matrix organization preferred
- Experience in Change Management
- Solution-oriented work approach, as well as ability to think outside the box
- Enthusiastic team player with high level of adaptability and positive attitude towards change
- Excellent interpersonal skills, ability to collaborate and influence across the matrix organization
- Well organized, able to focus on several issues and prioritize effectively
- Experience in coaching, open for feedback and driving leadership
- Excellent verbal and written communication skills in English & German
- Comprehensive knowledge of Office 365
- Readiness to travel to the countries in your charge from time-to-time or as required

Our Offer

- Open corporate culture with the opportunity to bring in your own ideas
- Great opportunities for personal and professional development
- Attractive work environment with excellent career opportunities and flat hierarchies
- Competitive salary package plus bonus and various benefits
- Gross monthly salary provided for this function is a minimum of EUR 5.000.- based on full-time employment. Any potential overpayment depends on professional experience and qualifications.

If you would like to work as a team player in an international environment and can identify with our values "Agile, Ambitious, Aligned, Accountable and Appreciative", then: Take this CHANCE and apply now.

*Please send your detailed application documents and insights into your previous track record stating the **identification number 104.860** either by email or via **ISG career portal** to our Consultant Birgit Prochazka.*

ISG Personalmanagement GmbH

A-1010 Wien, Universitätsring 14

Mag. Birgit Prochazka, T: +43 1 512 35 05-16

[@:bewerbung.prochazka@isg.com](mailto:@bewerbung.prochazka@isg.com)

Main Benefits

Health insurance

APPLY NOW

Employee discount



Homeoffice



Company car



Employee mobile phone



Flexible working hours



Laptop



Canteen



Employee events



Meal allowance



Company doctor

Your Contact



Kathrin Breuer, BA, MA

Senior Associate Talent Aquisition

Further information on our website:

aop-health.com