



Do you enjoy working with people while supporting and encouraging new ways of collaboration? Do you have a fundamental interest in topics concerning culture, change and employee engagement? Do you want to work in an international HR team and promote a culture in which employees and leaders can develop and grow?

Then join the HR team at Software AG as a

HR Manager* for People & Culture.

Facts:

- Full time
- job requisition id R36
- Locations: Germany, Austria, Switzerland

Your Areas of Responsibilities

- Plan, manage and drive global People & Culture projects and initiatives in close collaboration with different teams and stakeholders in HR and the business (e.g., analyze the situation, design concept, engage leaders and key stakeholders, activate supporting network, manage budget and legal requirements, create communication materials)
- Support leaders and teams in moderating and facilitating interactive sessions with creative formats online, hybrid and face-to-face by using innovative tools and methodologies (e.g., design thinking, Mural, Microsoft Teams etc.)
- Prepare analysis, presentations, reports and other documents for the SVP, HR, Talent, Culture and Learning to share with various audiences (e.g., Supervisory Board, Management Team, leadership community, HR team, workers councils, staff-all etc.)
- Partner closely with different teams and key stakeholders to provide input on the People & Culture priorities and help to prepare internal and external communication (e.g., annual report, interviews, social media posts etc.)
- Work very closely with the SVP, HR, Talent, Culture and Learning on strategic People & Culture topics as well as on internal team matters
- Help to drive employee engagement across the organization and support with the preparation and execution of the annual employee survey

Your Profile

- Successfully completed university degree, ideally in the field of economics, psychology, social sciences or an equivalent study
- At least five years of professional experience in the mentioned areas of responsibility; consulting experience and international experience are beneficial
- Structured and diligent approach to work in all types of activities combined with a strong sense of responsibility and a strong attention to detail and accuracy
- Strong analytical thinking and high conceptual skills
- High interpersonal and intercultural sensitivity as well as excellent communication skills
- Ability to work in an inclusive, collaborative, and cooperative way to influence across functional teams
- Profound knowledge in project management and experience with innovative change methods and tools
- Confident appearance and strong moderation, facilitation and presentation skills
- Ability to develop creative concepts, to translate ideas into appealing storyboards and to develop compelling storylines both in text and visualization
- Confident handling of Microsoft Office products and outstanding expertise in PowerPoint
- Fluent in German and English (verbal and written)

What's in it for you?

- A great team
- A variety of opportunities to contribute your own ideas and make a personal impact
- Working in an international organization with flexible working hours and remote working options
- An open and welcoming working atmosphere in an inclusive and people-oriented culture
- Extensive individual training opportunities for professional and personal development
- Great insights in very strategic topics

Interested?

[Please only apply online.](#)

Your application should include your CV, your references and your salary expectation.

Your contact:

Seline Müller, Manager, HR Recruiting, T: +49 (0) 681 210 - 3729

* f/m/d – diversity matters!