

JOB POSTING – JOHNSON OUTDOORS INC.

POSITION:

Manager, Human Resources

IMMEDIATE SUPERVISOR:

Vice President, Human Resources

LOCATION:

90530 Wendelstein, Germany

Position Purpose:

This position is responsible for directing the implementation and coordination, input and contributions on the development of policies and programs for our Global Diving Business in the following areas: employment, compensation management, organizational development, recruitment, employee relations, benefits and employee services. The Global Diving HR Manager is a functional expert in HR, yet also plays a global role as a leader/contributor for strategic thought/ideation. They will serve as a driver of positive change within the organization, and as a leader in helping to shape and support positive organizational culture, employee engagement and adherence to our values. This position requires a great degree of judgment and discretion in carrying out the various responsibilities.

Essential Duties & Responsibilities:

- Serve to facilitate/lead organizational relationships between business unit leadership team and 12+ business unit country subsidiaries in all human resources areas
- Directs the interpretation and application of established human resources policies throughout the global diving business unit, in each country.
- Protects interests of employees in accordance with the organization's human resources policies and appropriate governmental laws and regulations.
- Coordinates country participation in wage and salary policies and structures as well as performance appraisal programs. Helps assure that the organization's compensation program is competitive and equitable and in keeping with the organization's compensation philosophy.
- Exercises general supervision over all organization benefit programs and services, including making recommendations on benefit design
- Participates in the establishment of long-range objectives for departmental programs.
- Manages HR professionals in the diving business unit to ensure effective implementation of HR programs at all sites
- Directs and maintains various activities designed to promote and maintain a high level of employee engagement.
- Directs the preparation and maintenance of reports that are necessary to carry out functions of the department.
- Prepares periodic reports to top management, as necessary or requested.
- Ensures appropriate safety compliance and programs to support workplace safety
- Advise and coordinate on facilities matters as needed
- Performs other administrative and/or related duties as assigned

Supervisory/Managerial Responsibilities:

- Review and approve offers for most positions within the business unit and ensures coordination with shares deserves
- On equity and market appropriate positioning
- Establish objectives and procedures for HR programs and business unit level coordination on process and procedures
- Identify training needs for team and manage budget

Job Qualifications:

- Demonstrated ability to work effectively with highly diverse personalities and cultures across the entire organization and styles to maximize the positive outcome of such interactions
- Ability to serve as a change agent to positively influence the culture and work environment for employees across multiple countries

- Excellent interpersonal/communication skills using tact and diplomacy in dealing with all levels of individuals, both internally and externally
- Proven track record successfully leading a human resources function and developing innovative programs that add significant value to the organization, not just maintaining status quo
- Ability to articulate tactical and strategic vision and gain endorsement of employees and management team
- Ability to effectively identify and resolve problems with a group or individual in a timely manner, develops alternative Solutions
- Proven effective listening skills; maintains a balanced approach, remains open to others' ideas and tries new things

General Requirements:

- Proficiency in all Microsoft office software (Excel, Power Point, Word, etc.)
- Excellent quantitative and analytical skills, along with a strong attention to detail
- Hands on manager with unique skills, drive, and high degree of integrity, creative thinker
- Travel up to 40% of the time due to the spread of the business unit operations

Education & Experience:

- Fluency in English and Germany required, Italian/French fluency also preferred, but not necessary
- Bachelor's degree in Business or Human Resources expected. Masters degree preferred (or similar German degrees)
- SPHR and / or CEBS coursework or certification a plus
- A minimum of 5-7 years of progressive Human Resources experience, including at least 3 years in an international role including thorough working knowledge and expertise of HR plans and programs
- International experience that includes alignment of different cultures and business practices
- Experience or proven competencies to function effectively in a matrix organization with global locations, remote
- Employee management a plus
- Knowledge and experience with training and development tools, methods, and approaches (including performance
- Management and assessment tools, succession planning, etc)
- Demonstrated expertise on all regulatory environment and compliance requirements, including items such as unique
- Country employment regulations, etc.

PLEASE CONTACT

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