

# HR Business Partner

*De Agricover*

*15 octombrie 2019*

**Agricover Group** has been active for 19 years on the local market with a business model which allows us to be the unique supplier of complete agricultural solutions, and a processing industry partner. We are fully dedicated to agribusiness and therefore have built a Group of companies able to provide to farmers and the processing industry not only products, but also full services meant to ensure a modern and profitable agriculture. Starting 2017, a strong and strategic investor in Agricover Group is **ERBD**, The European Bank for Reconstruction and Development. This alliance allows us to become competitive, well-governed, green, inclusive, resilient and integrated European player.

Agricover Holding SA is present today through Agricover SA (distribution of agricultural inputs and grain trading), Agricover Credit IFN (financing farmers) and Abatorul Peris SA (slaughterhouse and cutting plant).

The **HR Business Partner** is responsible for HR strategy deployment within the two entities: Agricover SA and Agricover Credit IFN SA. He/She ensures adjusted methodology and HR practices to the specific business needs. Supports the implementations of HR projects in line with the Group strategy.

## Responsibilities

- Develops, implements and monitors the strategic HR initiatives for the allocated entities according with the HR group policy and with the organization objectives.
- Actively promotes HR projects and initiatives from the group, providing support for clarification and implementation to the management and operational teams.
- Ensures the compliance of the HR policy based on the understanding of the business needs.
- Provides support to both functional entities in the processes of onboarding and offboarding, compensation & benefits, performance management, learning and development, motivation & recognition, succession planning and career path.
- Manages the annual salary survey process and internal analyze and alignment.
- Develops, implements and follows up the employee satisfaction surveys; supports managers for follow up action plans.
- Identifies and proposes solutions to improve HR processes in line with business needs.
- Creatively supports the activities for brand awareness through the internal and external actions.
- Updates the social media and recruitment channels with relevant information.

## Requirements

- + 5 years of experience in a similar position within an entrepreneurial and/or multinational environment (banking, FMCG, distribution)
- Self-directed individual with initiative and flexible approach
- Previous experience in project management / organizational redesign / changing environment
- Strategic thinking, ability to understand the big picture and to measure the decisions impact in business
- Ability to set priorities and meet challenging deadlines
- Strong ability to communicate, encouraging cooperation
- Fluent in English
- Microsoft Office, Outlook, Word, PowerPoint, Excel

Reports to HR Director Agricoover Holding



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<b>Inputuri agricole</b>	<b>Valorificarea productiei</b>	<b>Finantare</b>	<b>Materii prime si procesare</b>
Seminte	Cereale si	Capital de lucru	Cereale si oleaginoase
Pesticide	oleaginoase	Investitii	Abator Peris
Ingrasaminte	Porc	Scont si	Lapte
Motorina	Lapte	Factoring	
		Asigurare	

**Agricover**

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