



HR Leader (m/f/d)

Company Background:

Mativ is a global leader in specialty materials headquartered in Alpharetta, Georgia. The Company offers a wide range of critical components and engineered solutions to solve our customers' most complex challenges. With over 7,500 employees worldwide, we manufacture on four continents and generate sales in more than 100 countries. We offer a wide range of premium applications across diversified and growing end markets, from filtration to healthcare to sustainable packaging. Our broad portfolio of technologies combines polymers, fibers, and resins to optimize the performance of our customers' products across multiple stages of the value chain. Our leading positions are a testament to our best-in-class global manufacturing, supply chain, and materials science capabilities. We drive innovation and enhance performance, finding potential in the impossible.

Position Summary:

We are looking for a driven and pro-active **HR Leader (m/f/d)** to join our HR Team in Germany. Our German sites (Company name Neenah Gessner) with 700 employees are located in Bruckmühl and Feldkirchen-Westerham, Bavaria. With eight strong HR professionals and supportive team members, the successful candidate will strategically lead and be responsible for the HR Team.

The HR leader will be a collaborative, effective change agent who positively engage with all levels within the organization. This is a key leadership position and is responsible for providing both strategic and tactical support, addressing day to day business needs and delivering solutions that grow the business.

The role includes the following responsibilities:

- Key member of commercial and operations leadership teams; provides both strategic and operational support to the business and is focused on ensuring we meet overall company goals and objectives.
- Overseeing HR team for assigned locations. Directs a team of professionals located at our manufacturing sites or office locations.
- Acting as a subject matter expert within the organization; recommends best practices, ensures compliance with key legal requirements and adherence to company policies and procedures.
- Promoting a philosophy of employee relations throughout the company which emphasizes open communications.
- Developing and implements labor relations strategies.
- Building and driving local employer branding and market communication to maximize talent attraction.
- Working with HR team members and business leaders to monitor, develop and manage performance of employees.
- Partner with our Total Rewards team to ensure our compensation practices continue to attract and reward top talent.



- Analyzing trends and metrics in partnership with the HR team to draw insights, develop solutions, programs, and policies.
- Leading succession planning and critical talent identification efforts for assigned groups; analyzes trends and metrics in partnership with the HR team to draw insights, develop solutions, programs, and policies; executes corporate HR initiatives.

Our ideal candidate

- holds a University Degree in Business, Human Resources, or related field or equivalent work experience
- speaks German and English - must
- has German law experience - must
- has prior experience overseeing HR efforts for multi-site manufacturing facilities is required. International experience preferred. (Must have spent time leading HR at a manufacturing site).
- has a minimum of eight to ten years progressive HR leadership or business experience
- has ability to lead in a matrix environment, across multiple sites with minimal supervision.
- a strong business acumen, analytical and financial knowledge to make fact-based decisions and looks beyond the immediate problem to the wider implications;
- has the ability to create trust and be recognized as a key leader in the organization;
- has the ability to influence individuals at all levels of the organization
- excellent verbal and written communication skills

Our Benefits:

- performance-oriented salary
- 30 days vacation
- 13. monthly salary
- bonus program
- company pension plan
- accident insurance
- Homeoffice
- Canteen
- GessnerActive-Program
- JobRad
- And more

Contact details:

We are looking forward to your application in English language! Please send your application documents to: mkierznikiewicz@swmintl.com

Your contact at Mativ:

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