

VM Finance Group manages a strategic investment portfolio of eleven subsidiaries in various sectors. We are looking for a skilled professional to occupy the position of:

HR Business Partner

The role:

Serves as a single point of contact on all HR related issues for the assigned business units. Understands their business priorities and related business needs and transforms them into relevant HR implications. Finds the best available solutions and facilitates their implementation, with the support of the respective HR centers of excellence.

HR Business Partner (HR BP) builds strong business relationship with the internal clients and acts as a coach and consultant for the line managers in the business unit. Proactively supports the internal client to find the best way in the implementation of HR policies and procedures. Recruits personally the key talents for the internal client and acts as the performance improvement driver and provokes positive changes in the people management. HR BP knows personally the key employees in the assigned business units and is able to obtain formal and informal feedback. Challenges the organizational structure of the internal client and existing HR processes and proposes changes, if needed in terms of relevance to business priorities. Manages complex HR Projects cross-functionally and facilitates the effective communication from corporate to company level.

Key Required Skills:

- Good understanding of various HR competence areas and existing HR tools;
- Understanding of Bulgarian labour law and typical labour cases;
- Strong Business Acumen and organizational agility;
- Outstanding communication and influencing skills, excellent listener;
- Analytical and Problem Solving Skills;
- Project Management, Time Management and Change Management Skills;
- Relevant university degree (preferably Business/Economics; HRM);
- Previous experience in Human Resources Management at least 3 years;
- Fluency in English – written and spoken.

Our offer:

To be a part of a team of professionals in a challenging and dynamic environment, providing various opportunities to show your potential. Your engagement, initiative and performance will be recognized.

If you are interested in the position, please send your resume and cover letter to e-mail: career@vmfgroup.com with subject VM HRBP 139. Deadline for applications: **21.12.2014**.

Being treated as confidential, your personal information will be used only for the purpose of the recruitment process. We will contact only the short-listed candidates.

More information about VM Finance Group can be found here: <http://vmfgroup.com/>