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Human Resources Business Partner Permanent contract Luxembourg, Luxembourg (country)

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Company: Société Générale Assurances

Location: Luxembourg

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Human Resources Business Partner

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Luxembourg, Luxembourg (pays)

CDI

Ressources Humaines

Vos missions au quotidien

Would you like to become part of HR team of SOGELIFE ?

We are an HR team of three - 1 HR Officer, 1 Compensation & Benefits Officer and HR Director. We are looking for a new colleague to join our team to help us increase HR function capacity to deliver added value to the business in the areas of recruitment and talent management. Our team covers a complex agenda, competence in the soft part of HR is important, but the ability to roll up your sleeves and venture into a lesser known area is appreciated!

What're we doing ?

- We provide complex processes in the areas of HR consulting, recruitment, performance management and remuneration, benefits administration, employee development and regulatory training, talent management, reporting, HR communication and employee surveys.

- We are hands on, we don't shy away from operational stuff and administration, with new capacity in the team we want to move towards innovation, simplification and develop HR function added value to the business.

- Our HR is part of an international team within the SG group, we also work closely with the headquarters and SG Luxembourg bank, sharing know how, standards or basic reporting indicators.

What we would need help with ?

- Recruitment and workforce planning.
- HR consulting and employee relations.
- Career management and internal mobilities.
- Talent management and succession planning
- Performance management reviews and feedback.
- Participation in group projects - implementation of new functionalities in global HR tools, implementation of new workforce planning approach, etc.
- Ad hoc tasks that may or may not be fun.

Et si c'était vous ?

What will make you a member of our team?

1. Master degree, area of expertise doesn't matter.
2. Minimum 3 years in HR - generalist with experience in recruitment or talent management or a consulting role.
3. Very good knowledge of MS Excel and MS Powerpoint, previous exposure working with an HRIS.
4. Fluency in written and spoken French – our local language in the entity in Luxembourg.
5. Professional proficiency in English - regular communication with HQ and international community within SG.
6. Deep listening and interpersonal communication skills.
7. Analytical skills, systematic, conceptual thinking.
8. Responsibility, ability to work in a team, positive attitude.

Pourquoi nous choisir ?

SOGELIFE, life insurance company of the Société Générale Assurances in Luxembourg, offers life insurance solutions for an international clientele in various countries in Europe: Luxembourg, France, Belgium, Switzerland, Italy, United Kingdom, Monaco, Spain and the Czech republic.

SOGELIFE operates through an open architecture with private banks, custodian banks, asset managers and a diversified distribution network.

SOGELIFE's strategy is based on strong CSR commitments: firstly, to be a responsible insurer by integrating Environmental, Social and Governance criteria into our activities; secondly, to be a responsible employer by improving the quality of life at work and by promoting diversity and inclusion within the company; and thirdly, to be a responsible investor by creating, investing and promoting investment in a sustainable, ecological and societal manner with its partners.

In an ever-changing regulatory and financial environment, SOGELIFE continues to grow by accelerating its development and offering innovative products and solutions. Diversity and plurality, the wealth of profiles at SOGELIFE illustrates its desire to offer quality international solutions.

Nous sommes un **employeur garantissant l'égalité des chances** et nous sommes fiers de faire de la diversité une force pour notre entreprise. Le groupe s'engage à reconnaître et à **promouvoir tous les talents**, quels que soient leurs croyances, âge, handicap, parentalité, origine ethnique, nationalité, identité de genre, orientation sexuelle, appartenance à une organisation politique, religieuse, syndicale ou à une minorité, ou toute autre caractéristique qui pourrait faire l'objet d'une discrimination.

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