

Luxembourg Jobs Expertini®

Talent & Culture Manager (m/w/d) - Sofitel Luxembourg

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Company: Accor

Location: Luxembourg

Category: other-general

Description de l'entreprise

French luxury and local cuisine in the world's most exciting city

Drop down your bags and relax at Sofitel Luxembourg Le Grand Ducal. The hotel overlooks the centrally located Pétrusse Valley and the historic heart of Luxembourg. It is the ideal place to immerse yourself in the delightful charm of this city at the heart of Europe, while enjoying first class hospitality and facilities during your stay. The hotel is conveniently situated in the city centre, close to the railway station and to Luxembourg's business and entertainment highlights.

The only 5 star Hotel on the Kirchberg Plateau, surrounded by the European Institutions and a short walk from the new exhibition centre, the Sofitel Luxembourg Europe is the ideal place to stay for business or leisure. Unwind at one of the nearby cultural attractions, or simply enjoy the many dining options on offer at the hotel.

Description du poste

You will play a pivotal role in our mission to deliver exceptional guest experiences. Your key responsibilities will include:

Talent Acquisition: Lead the recruitment process and collaborate with department heads to identify staffing needs and ensure we have the best individuals in place.

Employee Development: Implement training and development programs, fostering a culture of continuous learning and growth.

Employee Engagement: Create and maintain a positive and inclusive work culture that values teamwork. Develop strategies to boost employee engagement.

Performance Management: Drive performance appraisal processes, helping to enhance team members' skills and contributions.

People Compliance: Ensure all policies and procedures are up-to-date and in compliance with legislation and Accor Group standards.

Advisor: Provide advice and support to department managers.

Strategy: Strategic input to team engagement action plan.

Qualifications

As an autonomous stand-alone Talent & Culture Manager, you will ideally have the following experience:

Ability to build strong relationships across all departments.

Language skills in French and English, both written and verbal as well as interpersonal and guest interaction skills.

Tertiary qualification in HR.

At least 2 years experience in a similar role.

A creative and positive problem-solver.

Demonstrated experience in people management and employee relations.

The ability to connect with people and have difficult conversations with positive outcomes.

The ability to work in a fast-paced environment where prioritisation is key.

A proactive attitude with a desire to continually learn and develop.

Informations supplémentaires

Visa Requirements: Must be legally eligible to work in Luxembourg. The hotel is unable to assist candidates in obtaining European work authorization.

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