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HR Business Partner [CLOSED]

Hiring organization
Artemys

Employment Type
Full-time

Duration of employment
Unspecified

Industry
Renewable energy – wind

Job Location
Weiswampach, Diekirch, Luxembourg

Date posted
19 February 2025

Valid through
27.06.2025

Description

MDWind is an ambitious and human-sized company that operates in the wind energy sector. Since its inception more than ten years ago, the company has been engaged in installing and maintaining wind farms.

At **MDWind**, an international team of qualified experts works together towards a common goal: to protect the climate of our planet by drastically reducing CO2 emissions while actively participating in the energy transition. Owing to high-quality services and a strong commitment to its corporate values, the company has recorded from the very beginning stable and continuous growth and development throughout Europe. As a result of this expansion, the company is in need of high-quality professional staff.

On behalf of **MDWind**, Artemys is looking for a dynamic **HR Business Partner** who will be committed to fostering a culture of continuous development aimed at boosting employee performance and contributing to organisational success.

Location: **Weiswampach, Luxembourg**
(With a possibility to work remotely a few days a week)

Responsibilities

As an **HR Business Partner**, you will be the link to integrate business strategy and people management practices. You will collaborate with leadership, work proactively on various workforce challenges and initiatives, and champion a people-first culture. You will apply soft Human Resources Management principles to focus on your employees and their unique needs, and you will design and implement programs to satisfy those needs. At the same time, you will be responsible for aligning HR strategies with business goals, fostering a high-performance culture, and driving people-centric initiatives that support organisational success. You will partner with the leadership team to provide expert guidance on talent management, employee engagement, and organisational development, ensuring that your people and business objectives are in sync.

Your **responsibilities**, within the key aspects of your role, will be as follows:

1. CAREER MONITORING AND PROFESSIONAL DEVELOPMENT
• Proactively meet the company employees to understand their career development expectations
• Design and implement career development paths adapted to the skills and aspirations of employees
• Support employees in their development in line with the company's objectives
• Manage training initiatives and the acquisition of new skills

2. MOTIVATION, RECOGNITION, WELL-BEING AND RETENTION

2.1. Motivation, Recognition, and Well-Being
• Proactively meet the employees to understand and assess their professional and personal needs and values

• Understand what motivates employees and develop initiatives to strengthen team motivation (corporate culture, internal events, recognition actions)
• Promote a healthy and caring work environment, by implementing actions related to well-being at work
• Ensure active listening and support for employees in their professional and personal development

2.2. Employee Retention
• Design a thoughtful and comprehensive employee retention strategy in order to mitigate employee turnover risks and put in place processes to retain critical talent
• Inspire a culture of appreciation and acknowledgement – make employees aware that they are an asset to your team and that their hard work is not going unnoticed

3. RECRUITMENT AND SELECTION OF TALENTS
• Understand the market – the trends, needs, and demand for labour
• Define and implement a recruitment strategy based on the listening, understanding, and learning abilities of candidates; develop specific recruitment tools, if needed
• Perform recruitment needed with a specific focus on wind technician profiles
• Ensure consistency between the recruited profiles and the strategic vision of the company
• Optimize the integration process to facilitate the onboarding of new employees
• Anticipate possible recruitment needs by creating pools of candidates

4. MANAGEMENT OF INTERNAL COMMUNICATION
• Facilitate effective communication between teams on site and in the office – liaise proactively when it comes to HR-related topics
• Keep employees involved in active communication from day one – to grow trust among employees and build strong relationships, especially with teams working remotely
• Regularly and proactively communicate with the employees – send them updates on company matters, share customer success stories, as well as less formal topics (birthdays, new babies, etc.)
• Make sure to consistently gain feedback from the employees – use available tools and technology, or introduce an Open Door Policy, to enable them to share their thoughts and ideas on company and/or personal matters

5. MANAGEMENT OF CORPORATE SOCIAL RELATIONS
• Identify the needs of the unions, the employees, and the employer
• Serve as an interface between the employees and union representatives in order to guarantee constructive social dialogue – understand the different issues at stake for all stakeholders in order to build constructive social relations, where everyone has a role to play and contributes to the common goal
• Ensure mediation and cooperative spirit

6. PROCESS STRUCTURING AND REPORTING

6.1. Change Management and Process Structuring
• Support organizational transformations of the company's processes
• Raise awareness and train teams on internal changes for smooth and effective adoption

6.2. HR Project Management
• Manage cross-functional HR projects related to recruitment, talent development, and improving working conditions

6.3 Reporting

• Create tools and methods relevant to your activity
• Monitor HR performance indicators and propose optimization actions
• Use the existing tools and make sure to report effectively and on time

Qualifications

As an **HR Business Partner**, you will share MDWind's values and objectives, and you will actively contribute to building its strong competitive position. It is therefore essential that you have:

• Relevant educational background
• Proven skills in talent management, human resources, or change management
• Excellent communication and interpersonal skills
• Ability to unite and establish a climate of trust and commitment
• Ability to adapt to the changing needs of the company
• Strong organisation, planning, and risk management skills
• Analytical and critical thinking mindset
• Business-minded, proactive, and curious personality
• A hands-on, agile work style and a "can-do" attitude
• Strong, self-confident personality who is autonomous and yet has a strong team spirit
• Ability to work with deadlines and manage stress
• Excellent written and verbal communication skills
• Good operational knowledge of MS Office tools, such as Navision, Excel, Power BI
• Professional proficiency in **French** and a good command of **English**

Job Benefits

• Be part of a growing company that offers cutting-edge technology in its field
• Be part of a team of experts where your creative input will have a significant impact
• Work with recognized professionals to make our customers' environments more secure and more efficient in terms of energy production
• Benefit from real autonomy in order to make your own decisions relating to your projects; participate in the development of the company without being impeded by overly cumbersome procedures or administration
• Work on a permanent contract and have access to an attractive salary package