



## PR/087092 | German-speaking Head of HR (m / f / d)

### Job Information

**Recruiter**
[JAC Recruitment Germany](#)
**Job ID**

1546534

**Industry**

Other (Recruitment Services)

**Job Type**

Permanent Full-time

**Location**

Germany

**Salary**

Negotiable, based on experience

**Refreshed**

July 1st, 2025 17:46

### General Requirements

**Minimum Experience Level**

Over 3 years

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

Business Level

**Minimum Education Level**

Associate Degree/Diploma

**Visa Status**

No permission to work in Japan required

### Job Description

**Company and Job Overview**

A company in the building materials industry is seeking a Head of HR for its newly established European office. Specializing in high-performance products such as windows, doors, and facades, this global enterprise is expanding into the European market after successful operations in Asia and North America. Guided by a philosophy that values contributions to society, customers, and employees alike, the company is committed to sustainable growth and innovation.

This role offers a unique opportunity to build the HR function from the ground up in a dynamic, international environment. Working closely with senior leadership, you will play a key role in shaping the organization's culture and HR strategy.

### Job Responsibilities

- Develop and implement HR strategies for the European office
- Plan and manage recruitment activities, including local hires and expatriate support
- Design and introduce HR systems such as compensation, performance evaluation, and benefits
- Oversee labor management, including contracts, attendance, compliance, and employee relations

### Job Requirements

- Minimum 5 years of experience in HR, preferably with experience in system design or organizational setup
- Strong business communication skills in English and German
- Knowledge of European labor laws and HR practices
- Self-driven, adaptable, and comfortable with change

#LI-JACDE

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### Company Description