



## About IDEXX

7,000 people, one global focus - enhancing the health and well-being of pets, people, and livestock.

We are passionate about what we do at IDEXX – and why wouldn't we be? When you're working to raise the standard of care for pets, make drinking water safe for billions and keep our livestock population around the globe healthy and free of disease, it's no wonder that what we do each day is more than just a job. There's an energy across IDEXX that is contagious – where caring and committed people come together to make things better.

## Job description

We are looking for our Human Resource Advisor Germany, Switzerland, Austria, based in Bäch, Switzerland, reporting into the Senior Regional HR Business Partner for the GSA Region. You will join an HR team that is in the midst of change, moving to a more strategic partnering model, supported by a centralized People Services team and Centers of Expertise. You will be relied on to give guidance and bring clarity to a broad range of HR challenges e.g. implementation of talent and development tools and processes, connecting colleagues with development opportunities, troubleshooting root causes of people-related business issues such as absenteeism and sickness, and coaching and advising functional stakeholders across the GSA Region's mid-sized laboratories. This includes client groups across the Laboratory Leadership Team, with the middle and front-line leaders from Customer Service and Technical Functions. The critical locations this individual supports are the mid-size laboratories and production sites across Germany, Switzerland and Austria.

Core to the success of this individual is the understanding and successful implementation of change management and influencing skills with the client team. The best candidate will bring a solid basis & grounding in HR analytics. You should be able to pull valuable reports, get insights and deliver messaging around the trends you are picking up. For example, our global employee engagement survey results should give you material to interpret and understand, ensuring you advise &

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follow through with actions as an outcome that bring value to our internal customers in the ways in which they can grow, develop & improve. We are implementing Workday in 2017, and familiarity with this particular HR system and how to get the most out of it for your representative group, will be valuable. We are looking for a project management mentality as the thorough implementation and building of efficiencies will enable the higher level elements of this role.

### **Who we are looking for**

Human Resources at IDEXX is in the midst of significant change and we need an HR professional who has a broad scope and skill set. Someone who is able to apply logical & fact based thinking, coupled with a heavy emphasis on ensuring the business meets its goals around key strategic HR initiatives, learning & development opportunities, training and systems upgrades. Ideally you would have an education in Human Resources and a business degree. We are looking for someone with a business background and/ or commercial thinking, which for us means knowing how HR decisions impact business outcomes. You will have a strength in your familiarity with Swiss and/or German labor law (how to support first line leadership, how to deal with HR challenges within the local labor market context) and German language skills. You should have worked in a matrix organization, with a high degree of autonomy and a continuous improvement mindset. We look for a highly customer oriented professional, someone entrepreneurial and someone who can get things moving.

If you are interested in applying for this role, please send your application directly to:

NadjaGuenthard@michaelpage.ch

Michael Page International

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