

Joboffer dated from 04/19/2022

HR & Talent Manager(f/m/d)

Field:	Legal / Human Resources
Type of employment:	Full-time
Entry date:	immediately
Zip Code / Place:	40211 Düsseldorf
Country:	Germany

Company data



Company:	astragon Entertainment GmbH
Street adress:	Am Wehrhahn 33
Zip Code / Place:	40211 Düsseldorf

Contact Person



Name:	Lisa van Meir
Position:	
Street adress:	Am Wehrhahn 33
Zip Code / Place:	40211 Düsseldorf
E-mail:	bewerbung@astragon.de

Job description

astragon Entertainment is one of the leading independent German games publishers. The focus of the diverse product portfolio of our company lies on high-quality technical simulation games such as Construction Simulator, or Bus Simulator, but also many other exciting games such as Police Simulator: Patrol Officers or the space strategy game Drone Swarm. The distribution of high-quality licensed and distribution products such as Farming Simulator, Transport Fever 2 and SnowRunner complete our attractive product range. astragon games are available world-wide on many different platforms such as consoles, smartphones, tablets, and PC.



A united and strong team – also when working from home: Despite challenging times like

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Quinke Networks GmbH
Bei den Mühlen 70
20457 Hamburg / Germany

these, we are looking for a **HR & Talent Manager** to support our team in Düsseldorf/Germany in a permanent position. You can look forward to a flexible home office solution with digital training in your fields of activity without any restrictions by Covid-19 inhibiting your onboarding. Contact-reducing security measures in our office located in the heart of Düsseldorf additionally ensure the safety of all employees during the times they may be required to be on site.

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The role will work closely with our senior leadership team, helping us to deliver a first class employee experience. The ideal candidate will enjoy being part of a creative culture and take pride in being a strategic thinker as well as an operational guru for all HR matters.

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Key Responsibilities:

- Build and maintain strong, collaborative relationships with senior leadership and managers, offering expertise and guidance on all strategic and operational people matters
- Design and deliver the HR plan to align with and support the company's business strategy.
- Responsibility for all Talent Acquisition activity, including sourcing candidates; designing and coordinating interview and selection processes; and onboarding new hires including the coordination of any relocation activities.
- Advise on employee relations issues, interpret, and advise on HR policy, and ensure legal requirements are adhered to across the company.
- Work with senior leadership and management to identify organizational development needs as well as talent management frameworks and look for creative ways to establish a learning culture that can support our people's career development.
- Establish a performance review framework
- Establish and oversee pay review frameworks and manage all benefits and pay administration.
- Lead the effort to improve our maturity on People processes, practices and products, as well as taking accountability for maintaining our HR systems, records, and paperwork.

□

Qualifications: Core Competencies

- ☐ Excellent written and verbal communication skills in English and German
- ☐ Someone with a strategic and creative mindset who can fully engage with leaders to provide expert, pragmatic, and inventive people solutions, while also being happy to roll up

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your sleeves and take pride in delivering first class administrative and operational work.

- Proven experience of guiding – and where appropriate - challenging leaders, with an ability to flex communication styles to suit a creatively-minded as well as a commercially-driven audience.
- Drive and ambition to work in a creative and fast paced environment while being a steady support
- Good judgment with the ability to make timely and sound decisions
- A creative, flexible, and innovative team player
- Experience in the Games or Entertainment industry is a plus!

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What we can offer:

- The option of working remotely
- An inspiring working environment within a driven, young team as well as dynamic career opportunities
- Great benefits like bonus entitlement, employer-funded pension, and flexible working hours
- City centre location with a great public transport link as well as the option of free parking
- Free soft-drinks, coffee and tea
- Fresh fruit
- Legendary team events

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Does this sound like you? If your answer is yes, we'd love to hear from you! Get in touch and send your CV and cover letter to jobapplications@astragon.de

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