



## HR Director (f/m/d)

**Düsseldorf - Full-time - 743999700704084**

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<https://jobs.smartrecruiters.com/Ubisoft2/743999700704084-hr-director-f-m-d?oga=true>

We are looking for a highly experienced HR Director, ideally with experience gained in the IT, Software Development, Project Management or Entertainment sectors, capable of acting independently in a complex matrix structure and able to act as a role model for the team and our senior leadership community. You will be responsible for creating the HR strategy for Ubisoft Blue Byte and will ensure its implementation is in line with the company's strategic targets throughout all three locations in Germany. You will provide a transversal framework that allows local HR teams to excel in local operations as you coordinate the HR lead team towards this target.

Primary objectives:

- Build the overall HR strategy and ensure its implementation across the German locations of Ubisoft Blue Byte
- Implement a company wide HR framework that enables local teams to excel in daily operations
- Design and implement HR policies throughout the German studio network
- Ensure HR compliance with German laws and regulations
- Organize and coordinate the HR lead team

Specific Tasks

1. Creation of Ubisoft Blue Byte's HR Direction
  - Create a transversal HR Direction in line with Ubisoft Blue Byte's strategic vision;
  - Design the HR strategic plan and coordinate its implementation together with the HR lead team;
  - Consult with the studios top management in all strategic HR topics;
  - Drive the organizational evolution as a member of the Ubisoft Blue Byte Board of Directors.
2. Ensure the implementation of a company wide HR framework that promotes empowerment and independence of the local HR team
  - Develop and implement company wide HR policies in close collaboration with the German

studio network;

Provide standardized processes and regulations together with the lead team that enables the local HR teams to deliver top quality operations in all studios;

Ensure compliance with German laws and regulations.

### 3. Management of HR lead team'

Be an encouraging partner to the individuals on the HR lead team, manage their career and personal evolution;

Coordinate lead team's activity in line with strategic targets.

- University degree in Human Resources, Legal, Organization & Behavior or similar
- Minimum of 10+ years of leadership experience in HR/Office Operations in an international environment
- Demonstrated experience in all aspects of HR administration and regulations, including current employment laws
- Proven experience leading senior team members
- Prior success with designing scalable HR programs
- Experience in managing teams of experts.
- Strategic and analytical approach to HR planning and data management
- Strong organizational, planning, and prioritization skills
- Exceptional people and communication skills
- Excellent verbal and written English skills
- Ability to work both independently and collaboratively
- Positive, entrepreneurial and service-oriented mindset
- Highly collaborative approach
- Passion for diversity & inclusion
- Strong result orientation
- Strong analytical and conceptual skills
- Strong stakeholder management and conflict management skills
- Strong communication, networking, negotiation and persuasion skills
- Business fluency in German and English

### Your benefits

- Your Benefits
- 26 days paid vacation per year. Additionally, you will get half a day off on Christmas Eve and New Year's Eve and approximately 11 bank holidays in the NRW region.
- Flexible Working Hours: We have core working times between 10:00 AM – 04:00 PM and the distribution of the other hours is up to you.
- Up to 350€ childcare support per child per month. In addition, we also offer 5 'care for ill children days' per child per year.
- Discounted Games. We regularly order Ubisoft Games for super cheap prices for our employees.
- Gym Subsidy. We contribute 50% (up to a maximum amount of 25€) towards the monthly cost

of a gym membership of your choice.

- Lunch & Breakfast Service. Enjoy fresh discounted meals each day.
- Monthly Mobility Budget. 80€ per month that can be used on bicycle lease, parking spot rental or public transportation ticket.
- Our Ubisoft Blue Byte Academy offers multiple opportunities for you to discover your full potential and develop yourself in various areas.
- Free fresh Fruit, Coffee, Tea and Water. Enjoy fresh fruit and beverages in our office.

For further information please check [www.bluebyte.de](http://www.bluebyte.de) and [www.ubisoft.com](http://www.ubisoft.com).

### Information for Applicants

Applications must include your CV and a cover letter detailing your earliest starting date, relevant experience, motivation and salary expectations.

We are looking forward to hearing from you!