

Stargames

WIPO International Trademark System
EUIPO

Registering number: 1 608 349
Registering number: 007579551

Stargames Oy
Rapakivikatu 6
33710 Tampere, Finland
Tel. +358442424324
wms-tilit@wms.fi
<http://www.stargames.eu>

We are looking for an HR Manager at Stargames

Are you a highly-motivated HR professional who can demonstrate experience across the whole spectrum of people processes, from hiring to exit? We are looking for a service-oriented HR Manager to join our winning team to support global organization from Finland.

You'll be a trusted advisor to our business, managing all operational HR processes compliantly, but also involved in strategic HR projects and tasks. You feel confident working with daily operational demands that add value to the business, and you are comfortable managing tasks such as advising line managers on employment legislation, planning recruitment campaigns, conducting interviews as well as supporting managers in people processes such as annual performance and development reviews. HCM and PMS are integral parts of Stargames Oy business entity.

Responsibilities

- All employee relation and labour legislation related matters from hiring to exit, ensuring compliance with various regulations and company policies and providing advice to line managers regarding employment matters
- Resourcing: resource planning with managers, recruitment and selection, redundancy and restructuring activities
- Compensation & benefits: managing salary reviews, bonus programs and local benefits according to company policies and local legislation, providing local expertise to salary surveys and BtoC and BtoB development
- Talent development and retention: planning and implementing competence development activities to support professional development and the competitiveness of the organization
- Driving Stargames people processes (e.g. performance and development reviews, employment satisfaction surveys, successor planning) in your responsibility area
- Maintaining HRIS data and ensuring data quality as well as payroll compliance
- Facilitating a good work culture, driving employee engagement and welfare and handling performance management cases and staff grievances
- Developing our leadership culture proactively, together with our line managers
- Promoting established Health and Safety practices and standards and ensuring the organization complies with them

- As our HR Manager you will be reporting to the Director of Board, and working closely together with other Managers in organization, HR Business Partner for global organization as well as with local management. Your primary location can be Stargames Oy office in Tampere.

Requirements:

- Suitable education (Bachelors degree or higher)
- Minimum 5 years of experience in an operational HR role in a multicultural and matrix environment
- Strong knowledge of employment law, collective agreements and practices, especially in manufacturing /industrial environment
- Experience in working with family-owned business and next generation
- Ability to manage various operational tasks and projects simultaneously
- Solid experience in recruitment of various kinds of roles (incl. technical)
- Knowledge and experience in all people the processes across the employment lifecycle
- Good negotiation skills and a persistent attitude to get things done
- Fluent communication, presentation and facilitation skills in English
- Demonstrable understanding of standard HR metrics e.g. headcount, C&B costs, turnover, operational reporting (e.g. sickness and absence).
- Relevant IT skills, understanding the importance of data quality in our HR systems
- Ability to travel occasionally (where it needs based on business abroad)

We offer:

We offer you a rewarding position with a global brand development of sport, fitness and fashion industry. You will have the opportunity to work in a team environment that draws on you to contribute to the success of the organization while your grow and develop yourself.

Additional information:

If you are an engaged, self-motivated and active team player with a "can do" attitude, make the decision to join Stargames Oy's success story and apply for this position. Please send your application as soon as possible by filling out your free application form, as we will start screening the applications immediately, but at the latest by August 31, 2024. For more information, please contact Mika Wirtanen, CEO, (+358 44 2424324, mika.wirtanen@stargames.fi), best available Mon 19th Aug between 9-10 or Thu 22nd Aug between 14-15.

We encourage our employees to have a healthier lifestyle by being an Alcohol-free, Smoke-free and all way Drug-free Workplace.

When everything works together

Stargames brand is where the best talent from a wide variety of backgrounds comes together. With high professionals around the world, we are the leading global developer and supplier of brand promise of wellbeing and health life style and services for the sport, fitness and fashion clothing industries, and serve next generation needs. Our commitment to moving our customers' performance forward requires creativity, technological innovations, service know-how - and above all, teamwork.

In August 2024, Stargames footballs available for outdoor games. The world's best brand balls, a limited batch of 100 is available, hand-stitched.



The price of the ball is 129 euros (incl. VAT).
The price of a pair of balls is 99 euros/piece (incl. VAT).

Best regards,

Mika Wirtanen
CEO & Brand Manager