



Head of HR (f/m/d)

Your role as Head of HR in our team:

In your role as Head of HR you will ensure a happy, solid, and productive workplace at AddApptr where everyone is working towards our mission and goals, all this while creating the strategic foundation that will ensure an incredible experience for both our colleagues and candidates alike. This role is important to the success of the company, as for us employees are our most important asset.

You will be responsible for the topics of managing and implementing activities such as job design, recruitment, employee relations, performance management, feel-good management, training and development, talent management, promoting company values and shaping a positive company culture. All this in compliance with the current legal requirements & guidelines.

Ultimately, you will ensure that our HR department operates effectively, efficiently and aligns with our business objectives.

Your tasks:

- Develop and oversee overall HR strategies, systems, tactics, and procedures in alignment with overall business strategy.
- Reporting to management and provision of decision support through HR key figures.
- Provide professional leadership, support, and development to HR staff, in order to expand knowledge, share best practices and to ensure that relevant professional standards are met.
- Ensure that the company complies with current regulations, accepted professional standards, policies and procedures and legislation.
- Manage and oversee the execution of the HR Strategy and core areas of the HR department including Recruitment, Employee Relations, Workforce Administration, Employee Engagement, Payroll, Reward and Recognition, as well as maintaining and improving HR systems and management of HR budget.
- Drive the continuous improvement agenda with focus on engagement & welfare activities, maximizing productivity, devolving HR responsibilities to line managers, and building leadership capability.
- Take a lead role in transforming and strengthening the organizational culture, ensuring that the company values and approach are displayed.

Your skills:

- We are looking for a strong HR generalist at heart with proven previous professional experience in positions such as an HR manager, HR Generalist, HR Business Partner, or similar roles with leadership experience in managing departments and teams.
- Excellent knowledge and understanding of regulations, accepted professional standards, policies, procedures, and legislation.
- People oriented, team player and results driven.
- A proactive, enthusiastic individual with the ability to work in a positive, helpful, and productive manner.
- The ability to develop and nurture relationships across departments.
- The confidence to provide sound professional advice.
- High degree of reliability and thoroughness in handling confidential data.
- Excellent communication skills in both German and English.
- Strong IT skills in MS Office Suite, MacOS, Google Suite and modern HR tools.
- University degree in Organizational Psychology, Human Resources, or related field.

About AddApptr:

AddApptr offers a premium mobile programmatic advertising solution for large app publishers. At its core, AddApptr is a tech company. Billions of ad impressions are delivered each month via the AddApptr Meta-RTB solution, creating millions of Euros in advertising revenues for AddApptr publishers. AddApptr also offers a full-service package, managing all administrative work, account set up and yield optimization for premium publishers. Some of the world's largest app publishers and media companies are AddApptr customers.

What we offer:

- A dynamic and highly committed team in an international, fast-paced environment that is enriched by daily challenges.
- An organization with flat hierarchies and short decision paths.
- Flexible working hours and home office regulation.
- Competitive compensation package, training programs and share options program.
- In-house English and German classes.
- Stay fit and healthy with us: fresh fruits, coffee, tea & juices, "bike to work" with JobRad and Yoga class.
- Regular team events and team lunches.
- A centrally located office with a beautiful view by the shores of Hamburg's Alster.

We look forward to hearing from **YOU** soon! -> [Apply here](#)