



Group Lead HR-Management (m/f/x)

Location: Haren

Working Hours: Full-time employee

1,400 employees in 24 locations around the world with a fleet of 60,000+ circulating containers. Since ELA's establishment in 1972, our business has continuously been expanding, we are specialists in mobile room solutions. Our family-run company based in Haren (Ems), Germany, is growing at a fast pace and we are actively looking for qualified and dedicated team players to join us locally, internationally and beyond.

In order to continue to grow in the future, we are looking for a **Group Lead HR Management (m/f/x)** who will actively support us and contribute to taking our HR strategy to the next level with passion and expertise.

For us, more than just a CV counts - we are looking for someone who will enrich the team with their own personal qualifications, talents and ideas. We are not a company like any other: We offer exciting challenges, individual development opportunities and an open, appreciative Moin culture.

Would you like to take on responsibility, shape innovative HR processes and lead our team to success? Then we look forward to getting to know you!

Your Future Role

- + Professional and disciplinary management of the Compensation & Benefits team and the People Analytics function
- + Development and implementation of innovative compensation and benefits structures for employee retention and recruitment
- + Responsibility for payroll accounting and the further development of people analytics processes and tools to support data-driven HR decisions
- + Ensuring data quality and setting up a transparent reporting system for HR key figures
- + Support and coordination of payroll tax and social security audits as well as close collaboration with HR business partners, executives and management on all matters relating to compensation & benefits and HR data analysis
- + Monitoring legal changes and trends and developing corresponding recommendations for action

[Apply Online](#)[Video Application](#)

What You Bring to the Team

- + A successfully completed degree in law, economics or business psychology with a focus on human resources or a comparable qualification
- + Experience in the area of Compensation & Benefits, ideally in combination with People Analytics
- + Very good understanding of modern HR processes, analytical thinking and a high affinity for numbers and data
- + Confident demeanour, excellent communication skills and ability to present complex issues in an understandable way
- + Perseverance, ability to deal with conflict and moderation skills
- + A strong commitment and the will to act proactively
- + Good knowledge of MS Office programmes
- + Very good written and spoken German and English skills

What you can expect from us

- + Our **company fitness programme**: thousands of gyms, swimming pools, etc. are available to you for just €25 per month throughout Germany, some of which are also available digitally without restrictions
- + We offer you support with **emergency childcare**
- + You have **flexible working hours** with us and work flexitime
- + We want to offer you long-term prospects - that's why you will receive a **permanent employment contract** from us
- + You will receive **attractive discount offers** from over 1,500 brands from all relevant areas of life in the ELA Corporate Benefits portal
- + Our **company restaurant** serves up fresh, delicious lunches on a daily basis
- + We want you to be optimistic about the future, which is why we support you with our **company retirement plans** and capital-forming benefits for your financial security
- + You have the option to work up to **60% of your week from home**
- + We organize an extensive **onboarding program** for you at our headquarters in Haren (Ems), so that you can get to know the entire company, our products, and our employees
- + There's no need to part ways with your four-legged friend at ELA, as you can simply bring your **dog** with you into the office if the situation allows
- + We offer you an attractive **bike leasing** programme
- + Your health matters to us, which is why we offer you **height-adjustable desks** in every office

How you can apply

The best way to send us your documents is via our career portal at <https://career.ela-container.com> or by e-mail to career@ela-container.com: your CV, the most important references and qualifications. Add a few lines about what makes you special, why we fit together and how you became aware of us. We are also interested in your notice period and salary expectations. A personal interview is the best way to get to know each other. We look forward to meeting you!

Any questions ?

Contact our colleague Laura Schepers via e-mail or WhatsApp/text message on +49 1511 9539616.