



HR Generalist

Start-up description

SPiN is a leading provider of modularity solutions for the space sector. It offers satellite integration solutions to transform satellites into modular systems, empowering satellite manufacturers to spend high-value time and money where it counts: pursuing new ventures. More information about SPiN can be found at <http://www.spinintech.com/>.

Job purpose

We are seeking an experienced and dynamic HR Generalist, International, to join our team. As an HR Generalist, International, you will play a crucial role in managing all aspects of human resources for our local and international operations.

Duties and responsibilities

- To plan, develop, and oversee the implementation of HR strategies, policies, and programs to support our international operations and ensure compliance with local labour laws and regulations.
- Collaborate with senior management to define and implement HR initiatives that align with business strategies and objectives.
- Manage the full employee lifecycle across multiple countries, including recruitment, onboarding, performance management, employee relations, and offboarding.
- Oversee all aspects of compensation and benefits, including salary benchmarking, incentive programs, and employee rewards and recognition.
- Provide guidance and support to line managers and employees on HR policies, procedures, and best practices.
- Ensure compliance with all international HR laws and regulations, including immigration, employment contracts, work permits, and visa requirements.
- Manage HR reporting and analytics, providing insights and recommendations to drive continuous improvement and ensure HR metrics are aligned with business objectives.
- Foster a positive and inclusive work environment by promoting diversity and inclusion initiatives, employee engagement activities, and employee wellness programs.
- Stay up-to-date with trends and developments in international HR practices and proactively identify opportunities to enhance HR processes and systems.

Qualifications

- Master's degree in Human Resources
- At least 5 years of international HR experience
- Knowledge of HR laws and regulations
- Professional certification in Human Resources (e.g., SPHR, SHRM-SCP) is highly desirable
- Strong proficiency in English and Italian (both written and verbal)
- Proficiency in additional languages is a plus
- Strong computer skills, including MS Office Suite and HR information systems proficiency
- Willingness to Travel



Working conditions

- Relocation to Frascati, Italy
- Start date: Q2 2024

Please fill in the application form to apply for this opportunity: <https://wkf.ms/3rlgV6x>
For more information, you can contact us at hr@spinintech.com