

[897_24_MNG_HR_HHR](#)

Job Reference

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Position

HR Director (Vicegerente del área de personas)

Data de tancament

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About BSC

The Barcelona Supercomputing Center - Centro Nacional de Supercomputación (BSC-CNS) is the leading supercomputing center in Spain. It houses MareNostrum, one of the most powerful supercomputers in Europe, was a founding and hosting member of the former European HPC infrastructure PRACE (Partnership for Advanced Computing in Europe), and is now hosting entity for EuroHPC JU, the Joint Undertaking that leads large-scale investments and HPC provision in Europe. The mission of BSC is to research, develop and manage information technologies in order to facilitate scientific progress. BSC combines HPC service provision and R&D into both computer and computational science (life, earth and engineering sciences) under one roof, and currently has over 1000 staff from 60 countries.

Look at the BSC experience:

[BSC-CNS YouTube Channel](#)

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We are particularly interested for this role in the strengths and lived experiences of women and underrepresented groups to help us avoid perpetuating biases and oversights in science and IT research. In instances of equal merit, the incorporation of the under-represented sex will be favoured.

We promote Equity, Diversity and Inclusion, fostering an environment where each and every one of us is appreciated for who we are, regardless of our differences.

If you consider that you do not meet all the requirements, we encourage you to continue applying for the job offer. We value diversity of experiences and skills, and you could bring unique perspectives to our team.

Context And Mission

We are looking for an experienced HR Director (Vicegerente del área de personas) to lead the strategy and direction of all HR functions at BSC. Reporting to senior management, this pivotal role focuses on aligning people-related policies and practices with the strategic goals and mission of our institution. This position offers an exciting opportunity to shape HR strategies in a cutting-edge, dynamic, and flexible environment. You will lead a team of 20 professionals across four specialized units—Personnel Administration and Mobility, Talent, Health & Safety, and DEI. You will play a pivotal role in supporting BSC's mission and long-term goals while advancing your professional career.

Key Duties

- **Strategic Leadership**
 - Define and implement, in collaboration with senior management, strategic HR policies that shape BSC's organizational culture and align with institutional goals across academic and administrative areas.
 - Supervise the development and execution of HR procedures, ensuring quality, efficiency, and continuous improvement.
 - Serve as a trusted advisor to leadership, providing actionable insights and innovative strategies to support organizational priorities.
- **Talent and Organizational Development**
 - Lead and oversee programs for talent acquisition, employer branding, onboarding, EDI initiatives and team development.
 - Develop and implement initiatives to improve workplace climate, EDI environment, foster employee engagement, and promote professional growth across all teams.
 - Design and manage career pathways, performance evaluation systems, and internal promotion programs to support individual and organizational growth.
 - Coordinate efforts to enhance the integration and internationalization of BSC staff, supporting personal development and global mobility.
- **Compensation, Benefits, and Compliance**
 - Develop and execute competitive compensation and benefits packages that reflect BSC's values of equity and excellence.
 - Ensure compliance with labor laws, occupational risk prevention policies, and HR best practices.
 - Regularly report key metrics and outcomes to management and stakeholders, ensuring transparency and accountability.
- **HR Analytics and Metrics**
 - Establish and maintain a robust HR analytics framework to measure and evaluate the effectiveness of people strategies and initiatives.
 - Track key HR metrics, such as employee engagement, turnover, performance trends, and talent acquisition effectiveness, to guide decision-making.
 - Utilize data-driven insights to forecast workforce needs, support talent management strategies, and optimize resource allocation.
 - Present analytical findings to leadership, providing actionable recommendations to align HR performance with organizational goals.
- **Labor Relations**
 - Manage collective bargaining processes with integrity, fostering constructive relationships with workers' legal representatives based on trust, mutual respect, and open communication.
 - Ensure agreements align with organizational goals while addressing employee concerns effectively.
- **Process Improvement and Efficiency**
 - Lead initiatives to streamline HR processes, leveraging innovative technologies and practices to enhance operational efficiency.

- Advocate for a forward-thinking and adaptive organizational culture that anticipates and responds to evolving needs.
- Training and Development
 - Design and implement multi-year training strategies to develop personal skills, foster interdisciplinary knowledge, and enhance global competencies.
 - Organize internal training sessions, drawing on expertise from BSC departments, to support continuous learning.
 - Coordinate professional development programs tailored to staff needs, emphasizing integration and internationalization.
- Equality, Diversity, and Inclusion (EDI) Management
 - Develop and embed EDI policies into all HR practices.
 - Provide training on inclusivity and track diversity metrics.
 - Foster equity, address concerns, and celebrate diversity.
- Health and Safety Management
 - Oversee the development and alignment of health and safety policies with organizational goals and regulatory requirements.
 - Ensure strategic guidance and support to the Health and Safety Manager for the implementation of workplace safety initiatives and risk prevention measures.
 - Monitor organizational compliance and promote a culture of safety and well-being across all teams.
- Financial Oversight
 - Prepare, monitor, and manage the HR department's budget, ensuring alignment with institutional goals and effective resource allocation.
 - Prioritize actions that support the strategic plan, emphasizing financial sustainability and responsible investment in people-related initiatives.

Requirements

- Education
 - University Degree related to Human Resources
 - Master Degree in Human Resources
- Essential Knowledge and Professional Experience
 - Minimum of 5 years' experience in similar position, preferably in a scientific or research organization, developing and executing plans for development of personnel and for talent retention, managing staff and motivating the interaction between stakeholders.
 - Good skills in Microsoft Office (especially in Excel)
 - Compensation and Benefits knowledge.
 - Excellent verbal and written communication, interpersonal, conflict resolution, presentation, and customer service skills (Spanish, Catalan and English).
 - Experience working with works council
- Additional Knowledge and Professional Experience
 - Experience in an international and multi-cultural environment will be valued
 - Experience in a research centre will be valued
 - Health and safety postgraduate will be valued
 - Experience in the Spanish public sector
- Competences

- Planning and organizing (Structured mindset)
- Exceptional inclusive leadership and communication skills, with the ability to build trust and influence at all levels of the organization.
- Strategic thinker with a focus on innovation and problem-solving.
- Adept at managing change and fostering a positive, inclusive work environment.
- Ability to work effectively in a fast-paced, high-volume, deadline-driven environment.

Conditions

- The position will be located at BSC within the Management Department
- We offer a full-time contract (37.5h/week), a good working environment, a highly stimulating environment with state-of-the-art infrastructure, flexible working hours, extensive training plan, restaurant tickets, private health insurance, support to the relocation procedures
- Duration: Permanent
- Holidays: 23 paid vacation days plus 24th and 31st of December per our collective agreement
- Salary: we offer a competitive salary commensurate with the qualifications and experience of the candidate and according to the cost of living in Barcelona
- Target starting date: January

Applications procedure and process

All applications must contain:

- A full CV in English, including contact details.
- A cover/motivation letter with a statement of interest in English. Applications without this document will not be considered.

Development of the recruitment process

The selection will be carried out through a competitive examination system ("Concurso-Oposición"). The recruitment process consists of two phases:

1. **Curriculum Analysis:** Evaluation of previous experience and/or scientific history, degree, training, and other professional information relevant to the position. - **40 points**
2. **Interview phase:** The highest-rated candidates at the curriculum level will be invited to the interview phase, conducted by the corresponding department and Human Resources. In this phase, technical competencies, knowledge, skills, and professional experience related to the position, as well as the required personal competencies, will be evaluated. - **60 points**. *A minimum of 30 points out of 60 must be obtained to be eligible for the position.*

The recruitment panel will be composed of at least three people, ensuring at least 25% representation of women. An external recruitment consultancy will participate in the panel.

In accordance with OTM-R principles, a gender-balanced recruitment panel is formed for each vacancy at the beginning of the process. After reviewing the content of the applications, the panel will begin the interviews, with at least one technical and one administrative interview. At a minimum, a personality questionnaire as well as a technical exercise will be conducted during the process.

The panel will make a final decision, and all individuals who participated in the interview phase will receive feedback with details on the acceptance or rejection of their profile.

At BSC, we seek continuous improvement in our recruitment processes. For any suggestions or comments/complaints about our recruitment processes, please contact recruitment [at] bsc [dot] es.

For more information, please follow [this link](#).

Deadline

The vacancy will remain open until a suitable candidate has been hired. Applications will be regularly reviewed and potential candidates will be contacted.

OTM-R principles for selection processes

BSC-CNS is committed to the principles of the Code of Conduct for the Recruitment of Researchers of the European Commission and the Open, Transparent and Merit-based Recruitment principles (OTM-R). This is applied for any potential candidate in all our processes, for example by creating gender-balanced recruitment panels and recognizing career breaks etc.

BSC-CNS is an equal opportunity employer committed to diversity and inclusion. We are pleased to consider all qualified applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability or any other basis protected by applicable state or local law.

For more information follow [this link](#)

Barcelona Supercomputing Center - Centro Nacional de Supercomputación

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