



The Dow Chemical Company's Human Resource Department has a temporary job opportunity for a:

Human Resource Manager (m/f)

located in **Germany** servicing clients at **Schkopau** site. This role brings value to the organization by working with client groups to understand site needs and leverage HR work products and services to meet those needs. The incumbent must be a credible partner skilled at communicating to various levels of the organization. The HR Specialist also coordinates with HR colleagues (Compensation and Benefits, Mobility, Talent Management and Talent Acquisition) to implement daily activities that support the site's people strategy, in compliance with local labor legislation.

HR Manager: Manage day-to-day operations of Human Resources in the various sites and countries where Dow does business. This organization serves as first point of contact to client to deliver advice, counsel, and cost effective, integrated solutions to clients and acts as the key point of contact for employees in the broader organization. Partners to implement global HR programs and initiatives across the geography.

Core Responsibilities:

- Provide HR support across one or more plants or a small site/country.
- Partner with client group to understand day-to-day needs and integrates HR work products and services to meet those needs.
- Remove barriers to success for client group; understand the HR work process; challenge when necessary; ensure process integrity and flexibility to advantage clients.
- Collaborate with other HR professionals ensuring seamless HR service and optimal efficiency for the site.
- Apply employment laws and legislated requirements with respect to human resource management.
- Ensure successful local implementation and application of HR policies and programs at the local site level.
- Provide feedback to local / regional HR CoE colleagues regarding local implementation issues and local needs in the various CoE areas.
- Provide feedback to HR business partners on any issues that can impact business success.
- Educate and provides counsel to assigned leadership and employee populations on application of HR solutions, resources, policies and work processes.
- Support change management processes to influence and shape desired culture.
- Coordinate responses to information and data requests.

Required Qualifications

- Master or Bachelor Degree in Human Resources or related fields.
- A minimum of 3 years of HR experience with demonstrated knowledge of HR practices and solution.
- Demonstrated knowledge in HR technologies, tools and processes; employment labor policies, laws and legislation.

- Knowledge of employment laws.
- Ability to work as a team member to meet clients needs.
- Demonstrated ability to build relationships with clients through expertise and consultation.
- Good interpersonal effectiveness skills, including but not limited to conflict resolution, effective two way communication, and negotiation.
- Ability to prioritize and work independently with minimal supervision.
- Ability to analyze data and situations, make recommendations and assist with implementation.
- Facilitation and presentation skills.
- German and English business fluent speaking and writing skills.

Preferred Qualifications

- Proven ability to drive change management.
- Demonstrated background in project management.
- Excel pivot tables.
- Master's degree.
- Knowledge of key work processes within the client's function/business.
- Knowledge of key talent practices within function.

You are flexible and success oriented, whereas creativity and conceptual thinking are comfortable for you as well as independent and team working. We provide you performance related and competitive compensation in an international, future oriented global company. You will have excellent interesting development opportunities.

Are you interested? You would enjoy working in a modern global company and you are open for location changes during your career?

Then we are looking forward to your application online under <http://www.dow.com/careers/>, job number 1406493 or send your application via email to recruiting@dow.com.

About Dow

Dow (NYSE: DOW) combines the power of science and technology to passionately innovate what is essential to human progress. The Company is driving innovations that extract value from the intersection of chemical, physical and biological sciences to help address many of the world's most challenging problems such as the need for clean water, clean energy generation and conservation, and increasing agricultural productivity. Dow's integrated, market-driven, industry-leading portfolio of specialty chemical, advanced materials, agrosiences and plastics businesses delivers a broad range of technology-based products and solutions to customers in approximately 180 countries and in high growth sectors such as packaging, electronics, water, coatings and agriculture. In 2013, Dow had annual sales of more than \$57 billion and employed approximately 53,000 people worldwide. The Company's more than 6,000 products are manufactured at 201 sites in 36 countries across the globe. References to "Dow" or the "Company" mean The Dow Chemical Company and its consolidated subsidiaries unless otherwise expressly noted. More information about Dow can be found at www.dow.com.

Dow Offers

- Competitive salaries and comprehensive benefits
- An annual variable pay program that rewards team and individual performance while sharing success across the company
- Employee stock ownership - and the commitment to long-term success that it brings
- On-going learning opportunities within a diverse, inclusive and rewarding work environment
- Career experiences that can span different Dow businesses and functions with opportunities for personal and professional growth
- The chance to work within a global company and interact with colleagues from around the world
- Opportunities that spark your imagination and ignite your passion to help others
- Dow is an Equal Employment Opportunity Employer

we strive. we lead. we thrive. we solve.