

Senior Specialist, Labor Relations and HR Compliance

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Company: WSAudiology

Location: Denmark

Category: business-and-financial-operations

With the growth and transformation agenda of WS Audiology, there is a need to strengthen our HR labor relations and compliance. Because of that, we're looking for a new Senior Specialist, Labor Relations and HR Compliance who will ensure optimal working relationships with our over 12,000 employees worldwide.

This independent role is a part of the Global Human Resources, where you'll have an opportunity to support different regions, by providing legal advice to members of human resources and other key business stakeholders and overseeing compliance to applicable labor and employment laws and regulations and leading complex projects in connection with company-wide employee initiatives. This brand-new role can be located **in one of our two HQs based in Singapore, and Lyngø, Denmark.**

What you will do

As a Senior Specialist, you'll oversee labor relations and mentor the HR community by providing overall strategic planning and leadership on labor relations issues. You'll be also responsible for the HR Compliance part by collaborating with the legal department to communicate the associated requirements with every applicable HR-based regulatory legal and compliance training program.

On the top of that, you will:

Partner with the HR organization and other internal clients to implement policies and practices supporting compliance with various countries' laws and regulations.

Provide day-to-day practical advice and counseling regarding labor and employment issues,

Be our primary interface for union negotiations, from renewal negotiations to letters of understanding.

Advise and support senior management on strategic labor relations issues.

Represent the interests of WSA with external stakeholders on collective agreement administration, legislation, and other government directives.

Foster communication and resolution of concerns and issues through existing labor-management forums; ensuring that decisions for all labor agreements, resolutions to grievances, and arbitrations are aligned with WSA goals.

Identify labor relations training needs across the organization and create training to meet these needs and contribute to the development and improvement of company-wide labor relations practices and processes.

Build strategic relationships with business operations and unions.

Getting updates on every employee-based regulatory and legislative changes and modifications and ensuring that developments in rules and policies are restructured with HR practices, articles, policies, and systems.

Be responsible for the preparation and delivery of compliance-based communications and training to employees.

Conduct employee-related investigations as directed by the stakeholders.

What you bring

We're seeking an HR Specialist with a legal background and experience within large, global HR projects for a multinational corporation, including expertise in areas such as labor relations and HR compliance. The Senior Specialist must possess the ability to work independently, proactively identify solutions, prioritize tasks, and meet deadlines. We're seeking candidates with advanced communication and interpersonal skills, effectively collaborating with employees across all organizational levels.

Experience

A minimum of 10 years of related experience working within a complex multi-unionized environment.

Education, training, and experience equivalent to a Master's degree in Human Resources, Industrial Relations, or a related discipline.

Previous in-house counsel employment and labor experience.

Expert-level knowledge and practice in interpreting local employment legislation and collective agreements.

Extensive experience in employee investigations, grievance management, and third-party hearings.

Personal competencies

Ability to work with a high level of autonomy. On the other hand, a strong team player, able to build bridges with HR organizations.

High written and verbal communication skills to work with people across all levels and seniority.

Tact, diplomacy, mature judgment, and the ability to influence.

Strong analytical skills to provide innovative thinking and strategies which includes analyzing legislations and compliance trends.

Our corporate language is English, so you need to be fluent in English, both verbally and in writing.

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