

**Company**  
**Description**

Are you interested in a career in Human Resources in PepsiCo? Are you passionate about people? Then now is the time to explore the opportunities of PepsiCo: Join us as the next HR Business Partner. Working with inspiring and experienced colleagues, you'll find that the atmosphere in our office in Vitoria is informal and engaging. With an active, get-things-done culture, this is a place where your dynamism and agility will make a difference.

**Information**

 Deadline: 2024-07-20  
 Category: Business  
 Province: Araba / Álava

 Country: Basque Country  
 City: Vitoria

**Company**

PepsiCo

**Main functions, requisites & benefits****Main functions**

Your Mission: As part of our team, your role will be to support our employees in Vitoria HQ by partnering with all business functions (Strategy & Transformation and Business Units) to enable the achievement of the business goals through strategic advice, guidance and direction concerning all HR related subjects. Your day to day with us: To lead employee relations, performance and development for the Vitoria based employees. To ensure policy consistency and compliance with local laws and regulations. To manage the people related agenda of HQ employees. To act as the business partner for line managers on HR issues (recruitment/ capability/ training) needs. To build and develop robust relationships with people managers across the different business and in the broader PepsiCo organization. To take an active part in the development of diverse initiatives within the different functional client groups such as organisation design, change management, organisation effectiveness, career development, performance & talent management. To manage business transformation projects from a people perspective by partnering closely with the business and HR stakeholders, locally and at a global level. To build and develops strong relationships within the broader HR community in order to effectively move the agenda forward. To plan and sometimes deliver training in partnership with L&D, including inductions for new staff and also leading the C&E activations in the HQ.

**Requisites**

What will you need to succeed? Minimum of 5-7 years working experience in HR and/or a similar role. Experience in labor relations and transformation with deep knowledge of Spanish labor legislation. Fluency in both Spanish and English languages. Excellent communication skills and interpersonal influencing skills. Ability to manage a diverse range of issues and challenges simultaneously to deliver results. Creative thinker, able to find and deliver pragmatic solutions within various constraints such as time, resource and policy. Don't worry if your experience isn't a perfect match - if you're excited about the role, we'd love to hear from you!

**Benefits**

What makes us different? Hybrid working model: Combination of remote and collaborative office experience to enable innovation. Flexible work schedule. Variety of benefits to support your physical, emotional and financial wellbeing. Professional growth possibilities & learning opportunities. Volunteering opportunities to help external communities. Space to be you to promote our Diversity & Inclusion strategy. Being you at PepsiCo: PepsiCo is an equal opportunity employer, we foster the diversity of applicants across gender, age, ethnicity, nationality, sexual orientation, social background, religion or belief and disability. Planet + People: PepsiCo Positive (pep+) is how we'll transform the way we create value by operating within planetary boundaries and inspiring positive change for the planet and people in the global food system.