

Job Opening Human Resources Information Systems (HRIS) Analyst

Job Title: HRIS Analyst
Reporting Line: Group HR Manager
Functional Area: Human Resources
Location: Concorezzo (Monza), Italy

Overall Mission

Own the analysis of all HR information systems, contributing the smooth functioning of the Italian organization.

Main Responsibilities

- Manage HR personnel administrative data.
- Develop & prepare standard and ad-hoc reporting on HR KPIs based on the business requirements at both local and global level.
- Implement new dashboards from multiple data sources.
- Ensure high data quality, reconciling any data errors.
- Participate in the continuous development, adoption, testing and maintenance of HR systems.
- Implement & manage the Compensation & Benefits programs.
- Own accounting for all reward systems.
- Implement the Job Evaluation process.
- Monitor local market trends and evaluate external competitiveness of the Company's salary administration.
- Manage the HR Budget, HR Forecast Management and performance monitoring.
- Effectively partner with teams including Compensation, Benefits, Recruiting, Payroll, Finance, IT, and others to provide support and to make recommendations needed to automate, standardize, and scale existing processes.
- Participates in other HR-related special projects and initiatives as needed

Qualifications

- Preferred degree in Economics, Math, Statistics or Engineering.
- 3+ years of experience within the HRIS world as a project manager/analyst/specialist in a company or consultancy firm.
- Experience with system implementations, deployments, upgrades.
- Experience with information systems, (e.g. SAP, HIBob...).
- Proficiency with Office Automation tools (Office / Google Suite).
- Quantitative and qualitative analytical skills applicable to large data sets.
- English and Italian are mandatory; any other language will be considered a plus.

NACTAROME S.P.A.

Sede Legale: Via G.B. Pirelli 30, 20124 Milano (MI) ITALY - Cod. Fisc. e P. Iva 10531780962
Uffici di rappresentanza: Via G. Rossa 10, 20863 Concorezzo (MB) ITALY - Tel: +39 039 5169 601 Fax: +39 039 5169 672
R.E.A MI-2538639 - Capitale sociale Euro 2.091.254,00 i.v.

Soft Skills

- Analytical mindset with a strong ability to identify, troubleshoot, and resolve system issues and defects.
- Proven ability to think outside the box.
- Good organizational and time management skills.
- Ability to work independently, but also ability to work as a team player in a multinational and multi-cultural environment.
- Problem-solving and customer care approach.
- Critical thinking.

We Offer

- A competitive salary and good compensation package.
- Personalized career growth.
- Medical insurance & social benefits.
- A positive international and multicultural environment.

About Nactarome

We are experts in the creation & production of natural flavours, colours, & functional ingredients. With over 500 employees across 9 countries, we generate over €200 million in revenue by partnering with our clients from Innovation & Regulatory to Purchase & Manufacturing.

OUR MISSION is to deliver bespoke & value-added solutions for our clients by carefully listening to their needs and delivering with extraordinary service & quality. Working closely together, we develop flavours, colours & functional solutions that capture consumer preference, with winning market results.

OUR VISION is to be the most customer-centric & inspiring partner of choice for our clients. By leveraging our people's outstanding expertise and our global reach on technologies, taste & trends, we aim to provide local solutions & services that exceed expectations.

OUR AMBITION is to focus on natural, clean label and provenance, combined with traceable and sustainably-sourced ingredients.