

- 3-5 years experience on the job
- Capacity: 30-40 h
- Location: Vienna / home office
- Salary: 50.000 EUR min. annually based on expertise, readiness for overpayment in connection with variable salary components

Personnel & Organization Developer (M/F/D)

Who we are and what we offer

We are a successful startup with an international team working on our common mission: helping leaders to become the best version of themselves. Leadbacker is a cloud-based software that enables managers on all levels to run structured, digital dialogues with their stakeholders. Our team consists of likeminded professionals, who are demonstrating accountability for their work, appreciation for each other and we follow-through also in difficult situations. We offer a flexible and mobile working environment and the opportunity to grow as a team and as an individual by having instant responsibility. You can contribute creatively by helping to develop our company and to reach our ambitious targets.

We live what we build! With our internal feedback routines and ongoing trainings for new technologies, frameworks or tools, we are supporting you in your personal development journey.

And the best of all: if you go the extra mile with us, you will have the opportunity to take an additional 3 weeks of unpaid self-determined leave as well as to participate in our core-team options program.

Your Role

- Proactive support of the management and the team in all HR matters (recruiting, appraisals)
- First point of contact for all HR topics within the team
- Leadership in the implementation and further development of digital HR processes
- Subject matter interface to projects and research (in the field of HR development and psychology)
- Curator for Behavioural Checkpoints and Best Practice Leadership Moments
- Editor for HR-related blogs & white papers
- Farming support (trusted advisor for our clients on HR and organizational development issues, direct client contact in real product settings)

Your Profile

- University or UAS degree with a focus on human resources and / or psychology
- 3-5 years of professional experience in a comparable position
- Very good MS Office skills
- Excellent written and spoken German and English skills, other foreign language advantageous
- Eloquent and communicative personality with an engaging demeanor, enjoys interacting with people and clients
- Team mentality, hands-on approach and drive, integrative nature
- Independent and solution-oriented approach to work
- Courage & curiosity for new solutions & ready to challenge yourself