

## Kaspersky Lab seeks new team players



### About Kaspersky Lab

Kaspersky Lab is a globally successful company with headquarters in Moscow, Russia, providing IT security products and services for companies as well as private consumers. The company employs over 2,700 employees worldwide in 30 regional entities and nearly 200 countries. At the Ingolstadt facility in Germany already, Kaspersky Lab employs more than 160 people, a number that is on the rise.

A pleasant working environment in a rapidly growing company awaits you. We look forward to meeting you! Please send your detailed English application including salary requirement (preferably by e-mail) to: [personal@kaspersky.de](mailto:personal@kaspersky.de)

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You're looking for a new challenge in your career? We're looking forward to get to know you! We're searching a new team member for the following position (full-time, temporary):

### Head of HR DACH, Benelux & Nordic (m/f)

#### Main duties & responsibilities:

- Implementation, management and monitoring of a professional human resource management in respective territory offices
- Leading and managing the HR team in DACH
- Ensure excellent advice, consultancy and execution in all HR-areas towards local management (e.g. in terms of change management, recruitment, labor law or performance management)
- Development and improvement of relevant HR processes to support the business
- Managing the German payroll as well as the wage tax process
- Professional collaboration with the workers council as well as international managers and competence centers in the Russian headquarter

#### Requirements:

- Degree in psychology or business economics ideally with a focus on HR and organizational development
- Minimum 5 years of relevant job experience
- Fluent German and excellent English language skills
- Very good knowledge of using MS Office products
- In-depth understanding of theories and practices in relevant business psychological methods and tools
- Basic labor law knowledge for Germany and respective countries as applicable
- Team player with the ability to integrate to and work in an international working environment as well as willingness to travel
- Very good leadership and managerial skills
- High service and customer orientation
- Self-confident behavior and independent working style
- Empathy, sensitivity, credibility and trustworthiness
- High stress resistance and ability to work under pressure
- High tolerance for ambiguity

#### We offer you:

A pleasant working atmosphere with many development potentialities in an expanding company, in which passion & creativity of your employees contributes to our success.

Our open business and management culture makes us strong and successful.