



Sr. Manager, HR Business Partner

Job description

You know what it takes to be actively engaged as a strategic HR Business Partner and understand how to succeed in a global, matrix environment. You thrive at leading others and delivering HR expertise to meet the needs of employees, managers and leaders? You have experience supporting manufacturing sites for a global organization. As the Lead HR Business Partner for US Operations, you will be part of our Americas Regional Human Resources Business Partner Team, providing strategic full-cycle HR support for all IFAM Operations employees.

****While Infineon offers flexible schedules this hybrid position is required to be based in Austin, TX and 60% onsite ****

The Lead HR Business Partner for US OP will build relationships with all levels to influence analysis and decision-making in leadership effectiveness, talent management, development, succession planning, change direction, workforce planning, organization development, design, performance management, employee engagement, relations, and communications. You will lead a team of local Business Partners supporting activities and organizations in the US, including offices in Temecula, Mesa and Austin.

In your new role you will:

- Be actively engaged as a **strategic HR Business Partner** in America's and understand how to work in a **global, matrix environment**
- **Build relationships** with management and staff; develop a strong understanding of their **global business**, their goals, and challenges; anticipate, assess and help to address systemic issues
- **Advise leaders** on **people growth strategies** and initiatives to ensure proper **performance management, employee development, retention** as well as **succession planning**
- Offer leadership guidance on **organizational and people-related strategy** and execution; provide insightful data to guide decision-making and provide proactive solutions
- **Drive organizational initiatives** specific to the needs of the business unit and programs as required
- Roll-up your sleeves to execute a full range of HR duties from **high-level strategy, program rollout** and **problem-solving**
- Assist in the prioritization of projects and planning for improvements. Recommend new ideas and approaches to effect continual improvements in the efficiency of the department and services performed
- Manage the **resolution of employee issues**; provide **career counseling** and **management coaching**

At a glance

Location:

Job ID: **351433**

Start date: **Jul 05, 2022**

Entry level: **5+ years**

Type: **Full time**

Contract: **Permanent**

Apply to this position online by following the URL and entering the Job ID in our job search:

Job ID: **351433**

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- **Support hiring, recruitment, and onboarding** new hires by partnering with hiring managers, talent acquisition team
- Advise Managers on options to engage and recognize employee efforts
- Partner with Compensation and management on **annual compensation planning, job grading, market benchmarking**
- **Lead the local Business Partners** under your care to support Operations business groups to achieve business results
- Partner with Talent Acquisition team to support the drive for top talent while implementing best practices for **Organizational Development and Change Management**
- Travel approximately 15-20% of the time

Profile

****Must have experience supporting manufacturing sites (is required)****

You have excellent leadership, communication and presentation skills while successfully interacting and partnering with people at all levels of an organization /company. You are flexible and team-oriented with the willingness to learn and work through ambiguity.

You are best equipped for this task if you have:

- **Bachelor's degree with 7+ years of HR Business Partner and 5+ years of HR people management** experience
- **PHR/SPHR/GPHR** certification preferred
- Strong business and HR acumen, including the ability to diagnose and analyze problems and drive appropriate solutions
- Prior experience handling **employee relations matters**
- Knowledge of **State and Federal laws** concerning leaves of absence, overtime, and safety
- Experience with the requirements of very **large Fabs**, supporting factories and **manufacturing** electronic products
- Supported **direct labor production operators, technicians**, etc., and are experienced working closely with the Production Managers and Plant Managers
- Excellent verbal, written communication skills and presentation skills
- Must be **detail-oriented** and demonstrate the ability to prioritize and multi-task effectively with minimal supervision and shift priorities as needed in a dynamic work environment
- **Project management skills** from concept to planning, implementation, and evaluation
- Working proficiency with **HRIS systems** (including SAP, SuccessFactors) and MS Office Suite (Word, Excel, PowerPoint)
- Ability to travel to other sites when required

Why Us

Part of your life. Part of tomorrow.

We make life easier, safer and greener – with technology that achieves more, consumes less and is accessible to everyone. Microelectronics from Infineon is the key to a better future. Efficient use of energy, environmentally-friendly mobility and security in a connected world – we solve some of the most critical challenges that our society faces while taking a conscientious approach to the use of natural resources.

Cypress Semiconductor Corporation is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color,



religion, sex (including pregnancy, childbirth, or related medical conditions), gender identity, national origin, ancestry, citizenship, age, physical or mental disability, legally protected medical condition, family care status, military or veteran status, marital status, domestic partner status, sexual orientation, or any other basis protected by local, state, or federal laws. Applicants with questions about access or requiring a reasonable accommodation for any part of the application or hiring process should contact the Talent Network by phone at (408) 503-2194.

Employment at Infineon is contingent upon proof of your legal right to work in the United States under applicable law, verification of satisfactory references and successful completion of a background check and drug test, and signing all your onboarding documents .

In some instances, if applicable, U.S. export control laws require that Infineon obtain a U.S. government export license prior to releasing technologies to certain persons. This offer is contingent upon Infineon's ability to satisfy these export control laws as related to your employment and anticipated job activities. The decision whether or not to submit and/or pursue an export license to satisfy this contingency, if applicable, shall be at Infineon's sole discretion.

IMPORTANT NOTICE :

Infineon is requiring all new U.S. employees and contractors to be fully vaccinated against COVID-19. Full vaccination is defined as two weeks after both doses of a two-dose vaccine or two weeks since a single-dose vaccine has been administered. Anyone unable to be vaccinated, either because of a sincerely held religious belief or a medical condition or disability that prevents them from being vaccinated, can request a reasonable accommodation.

Infineon Technologies takes data privacy and identity theft very seriously. As such, we do not request personally-identifiable information (PII) from applicants over the internet or electronically. Please kindly refrain from disclosing your PII electronically during the application process or to unauthorized websites that may purport to be Infineon or any of our affiliates.

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