

HR expert at hr_integrate - profile of qualification -
<p>Professional experience</p> <ul style="list-style-type: none">• How are company decisions made in the company?• Application process (process, participants / decision-makers, possibilities for influencing decisions)• Knowledge of the German labor market (general, individual industries)• Knowledge of the German education system• Personal contacts with other companies, including willingness to use these contacts for mentees / refugees• Ideally, first HR management experiences with people from other cultures
<p>Personal skills</p> <ul style="list-style-type: none">• Bindingness and reliability (e.g., fast response to emails and inquiries within 3-5 days)• consultancy competencies, i.e. ...<ul style="list-style-type: none">○ to discuss and clarify mutual expectations among fugitives and HR experts○ (in the case of agreement on mutual expectations) to agree on a 'mental contract' between refugee and HR expert<ul style="list-style-type: none">○ Support and accompaniment in phases of search, of qualification, of application and of integration• Giving positive impulses and personal support (e.g., in a difficult phase)• Providing cultural knowledge