

## VACANCY

The Institut Laue-Langevin (ILL), situated in Grenoble, France, is Europe's leading research facility for fundamental research using neutrons. The ILL operates the brightest neutron source in the world and hosts over 2000 visits by scientists per year, who come to carry out world-class research.

If you are looking for a challenge, this may be the post for you.

We currently have a vacancy for an:

### Experienced Human Resources Officer

#### Duties:

The ILL's Human Resources Service has launched a project to modernise its human resources information system and skills development tools in the interests of the Institute.

This project is planned to last to the end of 2023. To reinforce the Human Resources Service staff in this context, we are now recruiting for **an experienced project officer responsible for the following activities:**

- Participating in the project to develop the human resources information system:
  - Assisting the heads of group in the deployment of HRIS tools (GPEC, training, BI dashboards, payroll forecasts, etc.)
  - Assisting the HR Service in the digitalisation of its processes, with a view to improving the teams' efficiency and reducing workloads (document sharing, workflows, etc.)
- Assisting the HR Service in defining and implementing the GPEC and Training agreements:
  - Participating in the review of the agreements (possibly including participating in negotiations)
  - Defining jobs and skills
  - Forecasting changes in professional fields over the mid- and long-term
  - Career paths (internal and external), versatility development
  - Development and implementation of material for managers, with the aim of changing managerial practices and culture as new needs arise:
    - Introduce a manager training programme
    - Assist managers in the deployment of the GPEC (jobs/resources reviews, critical post identification, job trend analysis, introduction of the associated action plans).

The successful candidate will report directly to the Head of the Human Resources Service.

#### Qualifications and experience:

We are looking for a full Master's degree in Human Resources or Management, and 5 to 10 years of experience in human resource development. You should be able to demonstrate successful experience of change management, thanks to your listening skills, sense of organisation, and good HR project management. You are experienced in the practice of good human relations and recognised for your communication skills, sense of service, autonomy and pragmatism. You are keen on the use of IT tools.

#### Language skills:

As an international research centre, we are particularly keen to ensure that we also attract applicants from outside France. You must have a sound knowledge of English and French. Knowledge of German would be an advantage.

#### Notes:

This is a 18-month "specified-purpose" fixed-term contract (extension possible).

**This post is located in GRENOBLE, France.**

#### Benefits:

Generous company benefits (expatriation allowance), relocation assistance and language courses may be offered (for more information, please consult our [employment conditions](#)).

#### How to apply:

Please submit your application before **06/12/2020**, via our internet site: [www.ill.eu/careers](http://www.ill.eu/careers) (job reference: **20/57**).

*We are committed to equal opportunity and diversity; we therefore encourage anyone with relevant qualifications to apply.*