

framas is the **biggest supplier of plastic technology** for the sports footwear industry worldwide, developing and producing plastic components for leading brands including Adidas, Nike and New Balance. The head office is based in Pirmasens, Germany since 1948 and encompasses **several production facilities in Asia**. While being defined by technical innovation, the framas culture is also heavily focused on the **personal development** and **career advancement of every team member**. With an all in one concept offering in-house development, mold making and injection molding as well as a background in last making there are always new and challenging opportunities at framas for new team members to join an ever-growing industry.

As of now we are looking for the following expert to join our subsidiary **framas Vietnam Ltd. (near Ho Chi Minh City)**:

Human Resources Specialist (m/f)

Contact person: Mr. Florian Stretz **E-Mail:** florian.stretz@framas.com

Required documents: CV, letter of application, diploma/certifications

What you can expect:

- Creation of HR group standards
- Follow up, if standards are kept with group locations
- Implementation of new group standards:

Standardized group organization charts

Standardized group titles

Standardized group job descriptions

Implementation of standardized target setting and evaluation system

Implementation of career systems

Monitoring of salary systems

- Other HR related topics such as:

Preparation of job interviews

Recruitment

Entrance and leaving procedures

Many other tasks and ideas in relation to HR

What we expect:

- University's degree in Business Administration, HR Management, Psychology (Bachelor or Master) or similar
- Very good language skills in English (speaking, reading, writing)
- Good communication skills
- Self-motivation and an attitude of continuous improvement
- Able to manage organizational change in a growing company
- Motivated to pursue a long-term career in Asia
- Experienced in handling MS Office programs
- International experience, working or travelling (beneficial)
- Experience in change management (beneficial)
- Additional languages: German, Chinese, Bahasa-Indonesia, Vietnamese, Portuguese (beneficial)

What we offer:

- A secure workplace with development opportunities in an international family business
- Pleasant working atmosphere in an international and friendly team with flat hierarchies
- Diversified tasks and continuous improvement mindset
- Attractive compensation and training opportunities
- Forward thinking and modern organizational culture

Other admission possibilities are:

- **Bachelor's/Master's thesis**
- **Internship**