

HR Generalist

Space Products and Innovation spins technology into the space industry to simplify manufacturing. SPiN enables rapid, flexible, and cost-effective satellite designs through modularity, by combining MA61C, its plug-and-play intelligent data node, with system engineering. SPiN democratizes access to space, empowering manufacturers to unlock new ventures.

Job purpose

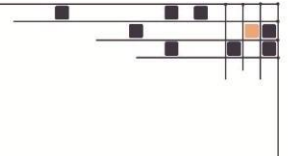
We are seeking an experienced and dynamic HR Generalist, International, to join our team. As an HR Generalist, International, you will play a crucial role in managing all aspects of human resources for our local and international operations.

Duties and responsibilities

- To plan, develop, and oversee the implementation of HR strategies, policies, and programs to support our international operations and ensure compliance with local labour laws and regulations.
- Collaborate with senior management to define and implement HR initiatives that align with business strategies and objectives.
- Manage the full employee lifecycle across multiple countries, including recruitment, onboarding, performance management, employee relations, and offboarding.
- Oversee all aspects of compensation and benefits, including salary benchmarking, incentive programs, and employee rewards and recognition.
- Provide guidance and support to line managers and employees on HR policies, procedures, and best practices.
- Ensure compliance with all international HR laws and regulations, including immigration, employment contracts, work permits, and visa requirements.
- Manage HR reporting and analytics, providing insights and recommendations to drive continuous improvement and ensure HR metrics are aligned with business objectives.
- Foster a positive and inclusive work environment by promoting diversity and inclusion initiatives, employee engagement activities, and employee wellness programs.
- Stay up-to-date with trends and developments in international HR practices and proactively identify opportunities to enhance HR processes and systems.

Qualifications

- Master's degree in Human Resources
- At least 5 years of international HR experience
- Knowledge of HR laws and regulations
- Professional certification in Human Resources (e.g., SPHR, SHRM-SCP) is highly desirable
- Strong proficiency in English and Italian (both written and verbal)
- Proficiency in additional languages is a plus
- Strong computer skills, including MS Office Suite and HR information systems proficiency
- Willingness to Travel
- Knowledge of debugging with hardware in a loop



Working conditions

- Relocation to Frascati, Italy
- Start date: Q1 2025

Please fill in the application form to apply for this opportunity: <https://wkf.ms/3rlgV6x>
For more information, you can contact us at hr@spinintech.com