

**Head of HR Transformation & Organisation - Tolworth, London**

This is an exciting and forward-thinking Head of Department role within the Head Office HR Services team. The role plays a key part in delivering the ongoing strategic business objective of HR Digitalisation. The Head of HR Transformation and Organisation is responsible for leading a team of HR system specialists (the SAP Operations Team) to ensure that the core SAP HCM system modules (i.e. PY/PA/PT/OM) and other linked HR applications (i.e. Concur/Escriba/eFile) are maintained, updated and optimised to meet the increasing demands of the business, whilst at the same time ensuring the successful delivery of the end to end monthly payroll. In addition, the role is also responsible for leading a newly formed HR data team that governs the use and delivery of HR data and reporting to the business, as well as defining and preparing data analysis and HR KPIs to support key business decisions.

**Your tasks**

- Direct a team of experienced HR professionals and SAP system specialists with the primary goal of achieving HR excellence and continuous improvement within the HR systems landscape.
- Work closely with the other HR Services departments (i.e. Payroll, Global Mobility, HR Administration, Compensation & Benefits) to provide BAU system support and technical advice on international digitalization projects. Projects are primarily led by the relevant HR Services functional areas, with system specialist support coming from the SAP Operations team.
- Provide HR data and HR KPIs for business reporting and undertake data analysis, presenting findings and recommendations to internal stakeholders.
- Be driven by a passion to put our Lidl colleagues at the centre of our HR processes and digital system transformations and developments.
- Continuously analyse new and existing HR processes, with the support of ARIS and VVZ, to identify areas of optimisation and potential for digitalization.
- Maintain ongoing communication with Head Office and Regional HR teams, and other national and international stakeholders, to take on feedback and scope new ideas for future digital transformations

**Your profile**

- Excellent leadership skills with experience of working with system specialists and technical experts.
- Experience working in HR with an understanding of the core HR Services functions of Payroll and HR Administration.
- Experience working with SAP HCM and the associated modules (PY/PA/PT/OM)
- Advanced Excel skills.
- Able to innovate and find solutions to problems whilst remaining calm under pressure.
- Self-motivated with the ability to independently identify department objectives and key areas of focus.
- Enjoys working cross-departmentally and supporting other business areas to deliver results.
- Confident to make important decisions with long-term and far-reaching implications.
- German Language not essential but advantageous.
- A full UK Driving License not essential but preferred.

**Interested?**

Should you be interested in this opportunity, please apply online by clicking directly on the link below or entering it into your browser:

<https://career5.successfactors.eu/sfcareer/jobreqcareerpvt?jobId=400799&company=lidlstiftuP2&st=E333541E2645D2E2F0CD2F08251F800884A3C3F1>

You will need to include an up to date CV and covering letter outlining your motivations for the role. If you have any questions, please contact one of the recruitment team at: **internaljobs@lidl.co.uk**