



HR Consultant (HR KPIs, Data & Reporting)– Surbiton, London – UK

This role will provide both standard Lidl HR reporting to end users and undertake more detailed data analysis to support strategic HR and business decisions. The successful candidate will work collaboratively across all HR departments to optimise existing HR reporting availability as well as identify new reporting opportunities from within the core SAP HR systems and other linked HR Lifecycle systems. This role will also play a critical part in measuring the impact of HR across the business through detailed HR KPI trend analysis and supporting HR Business Partnering.

Your tasks

- Create standard HR reporting for end users to help identify trends and support business action.
- Provide company wide reporting to help track HR KPI performance (HR K1 to K3 Concept)
- Extract and consolidate HR data sets from the core HR systems (SAP HR) and other linked HR Lifecycle systems.
- Prepare and analyse large data sets in Excel and present findings to tell a story from the data.
- Identify new HR data sources and delivery platforms to provide further data support to the business and our colleagues
- Work in close coordination and cooperation with the Business Intelligence / Controlling department to ensure that national and international HR reporting is delivered.

Your profile

- Advanced Excel Skills including advanced formulas, data visualisations and automating tasks.
- Advanced Visual Basic skills (VBA) to create loop macros and repeat steps multiple times to handle large data sets.
- Ability to navigate through large sets of data and find the root cause of an issue.
- Experience of working with SAP HCM and extracting data from SAP using standard tools i.e. Query Manager.
- Experience in using analytical software such as MicroStrategy, Power BI, Tableau etc.
- Understanding of GB Data Protection and Lidl GB data control measures
- Ability to explain technical data to non-technical stakeholders.

Interested?

Should you be interested in this opportunity, please apply online with an up-to-date CV and covering letter outlining your motivations by **23.08.2024**

<https://career5.successfactors.eu/sfcareer/jobreqcareerpvt?jobId=446768&company=lidlstiftuP2&st=2AC2F0EA84D9C3181DB7636DF62D2C15A34441CA>