

Emile Egger & Cie SA
Ressources Humaines
Route de Neuchâtel 36
2088 Cressier NE (Schweiz)
Telefon +41 (0)32 758 71 11
rh@eggerpumps.com
www.eggerpumps.com



We are an internationally renowned family-owned company headquartered in Cressier, near Neuchâtel. We design, develop, and manufacture centrifugal pumps and control valves, supplying demanding sectors such as industry, chemicals, and wastewater treatment.

To strengthen our Human Resources department, Emile Egger & Cie SA, based in Cressier, is looking for a:

Human Resources Manager – 100%

Reporting to the CEO, you will be responsible for leading the company's HR strategy in line with the leadership team objectives, while also ensuring the operational management of human resources. You will guarantee a harmonious work environment, talent development, legal compliance, and the efficiency of HR processes.

Responsibilities

HR Strategy and governance

- Implement HR policies based on the leadership team's objectives.
- Support organizational and cultural transformations and establish an inclusive and positive corporate culture aligned with the company's human and traditional values, and ensure employee engagement and well-being.
- Ensure compliance with Swiss legal and regulatory obligations.

HR Management

- Oversee all the HR processes (recruitment, onboarding, mobility, departures).
- Define and adjust compensation and benefits policies.
- Manage competencies, careers, and talent development, oversee performance reviews and define clear objectives.
- Monitor HR indicators (absenteeism, turnover, etc.) and report to leadership team.

Labor relations and internal communication

- Maintain a constructive dialogue with colleagues, management, and the leadership team.
- Manage conflicts and sensitive situations.
- Develop internal HR communication.

Career development and training

- Monitor continuing education needs, organize internal and external training, and manage their budgets.
- Promote a culture of career development, learning, quality, and continuous improvement (also in accordance with ISO standards).

Personnel administration

- Ensure the reliability of payroll, time management, and social security processes.
- Maintain proper personnel files and data confidentiality.
- Prepare HR budgets.

Supervision of the HR, Know-how and Reception teams.

Harmonization of processes between EGGER Cressier and its subsidiaries at a global level.

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Ad hoc projects related to human resources management.

Support for apprentices in collaboration with the apprenticeship manager.

Profile and competencies

Advanced degree in HR management, labor law, or equivalent experience.

Proven experience (minimum 5-7 years) in a strategic and operational HR role, ideally within an industrial environment.

Excellent knowledge of Swiss labor law and local HR practices.

Leadership, active listening and interpersonal skills, diplomacy, ability to build consensus, trustworthiness, patience, and tenacity.

Strategic vision enabling the ability to anticipate company's needs.

Languages: Fluent French and English; German is a strong asset.

If we have aroused your interest, we look forward to receiving your complete application (cover letter, Resume, diplomas, and work certificates) at rh@eggerpumps.com

For more information about our company: www.eggerpumps.com