

HR Business Partner

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Company: Cadence Design Systems, Inc.

Location: Petah Tikva

Category: other-general

Description

Cadence Israel is looking for a talented and passionate HR professional to join our HR Team and align our HR initiatives with business objectives and needs.

Our ideal candidate will address the business challenges and needs with creativity and will have the ability to work independently and engage others. The Ideal candidate will combine a broader and strategic view with a proactive, hands-on approach and possess excellent communication, organizational, and personal skills.

Responsibilities:

HR Business Partner: Build high-trust and impactful relationships with managers and employees
Partner with managers and employees to guide career pathing, performance management, talent development, team building, organizational changes, and more
Lead employee retention efforts and people experience
Manage employee relations, including labor law compliance
Support recruitment processes and HR interviews as needed

Organizational Development and Learning : Plan and run yearly training and development programs for all of Cadence Israel to enhance employee skills and competencies, aligning with business objectives
Take part in planning and organizing the quarterly Managers Forum
Create partnerships with parties inside and outside the organization

Diversity, Equity, and Inclusion (DE&I): Be a partner to the management in promoting DE&I activities
Be part of and lead activities for the company's female community
Create

partnerships with key organizations to build DE&I events

Community Relations: Manage the organization's community relations Plan and run a yearly plan, including volunteering activities, hosting schools and other visits to the company Work with the Cadence Giving Foundation

Requirements:

3-7 years of HR experience in a high-tech company –**Must!** Experience from international companies – **an advantage!**

At least two years of experience as an HRBP or as a learning and OD expert

Experience in recruiting and conducting HR interviews

Academic degree in Human Resource Management or a related field.

Excellent written and verbal communication skills in both English and Hebrew

Proven experience in leading HR processes from A to Z, such as performance reviews, engagement surveys, top talent retention, etc.

Strong consulting, coaching, communication, and influencing skills, with proven ability to be perceived as a trusted partner

Hybride work – 3 days at the office – 2 days in Petach Tikva and one day in Haifa's - **Must!**

We're doing work that matters. Help us solve what others can't.

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