



# RECRUITMENT EXPERTS IN THE HUMAN RESOURCES FIELD

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## Human Resources – A Discipline Shot The “Mini - HR Manager” or the “Cinderella” of the HR function?

Today, we can see over **3,000 open vacancies** on the usual job sites in Romania. But what type of role dominates the job market in the field of human resources? It's the role known as the **HR Generalist**.

Is it a "**Mini - HR Manager**" or the "**Cinderella**" of the HR function? In fact, it's a position from which seemingly everything is equally required: knowledge, execution, and versatility. However, it typically holds less importance and offers a lower salary compared to its immediate superior levels.

The typical key responsibilities for an HR Generalist include Employee Relations, HR Data Handling, Coordination of Personnel Administration Activities, Payroll, Recruitment and Onboarding, and Global Organizational Capability, among others.

Market trends observed by our Antal team in recent years include:

- 🌐 An increasing requirement for HR Generalists to know a foreign language like **Dutch or German, in addition to fluent English**.
- ⌚ A growing demand for extensive experience in this role, encompassing various HR specialization sub-areas, if not all. The minimum years of exposure have risen from 3-4 (back in 2015-2017) to **5-7 years today**.
- 🏢 A rising need for **industry sector specialization**, despite HR Generalists being typically cross- sectorial.
- 🌍🏠 The availability of job opportunities in **unusual locations** that often require on-site presence (relocation), such as Sebes, Jimbolia, Ludus, etc.

Regarding career development, it's essential to ask ourselves the same rhetorical question, which is often understated in most recruitment projects: ***Why would an HR Generalist want to change to another HR Generalist role?***

One of our unique HR Generalist profiles is currently open to new opportunities. Here are some highlights:

- This individual boasts 8 years of HR Generalist experience, covering all the aforementioned areas in one place (primarily in the private pharmaceutical and medical sectors).
- They have a high level of resilience, are hardworking, dedicated, and loyal.
- Open to potential relocation (to be determined).
- Proficient in English and French, with intermediate proficiency in German.
- Currently earning a competitive salary within the market.
- Willing to transition to an HR Management career progression opportunity within the next 1-2 years.

Please let us know if you have any questions or would like more information about this candidate. 📧💡

**OUR MISSION: We source hard-to-find talent, for your hard-to-fill roles.**

With over 20 years of expertise in Romania and SEE, I am one of 18 senior recruiters and consultants in our experienced team. While Antal International globally boasts an impressive 30-year track record in the international arena, our reputation as a trustworthy industry player is reinforced by numerous accolades.

With a > 98% success rate in matching top-tier executives with leading companies in the entire region of SEE and CEE, we excel in talent acquisition for Mid to C-level roles. Our goal is to connect you with exceptional talent who aligns perfectly with your organization's needs and culture.



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