



DB Engineering & Consulting GmbH

HR & Compliance Contact Person (f/m)

Job-ID: EC01576
Region: Bangalore, India

Railways for the world of tomorrow!

DB Engineering & Consulting (DB E&C) is a part of the **DB group**, a world leading global railway company with an extensive organisation in Germany and projects around the world. Our company offers technically sophisticated and customised infrastructure, mobility and transport solutions. With our sustainable concepts, gained from our experience in project work for decades, we ensure the future success of economic regions, make important contributions to the protection of the environment and help shape the world of the future. We represent **180 years of rail experience** and our infrastructure projects connect continents. We set the standard for transportation and modern mobility.

Your tasks:

- Ensure independently the implementation of all given HR guidelines, processes and tools within the area of responsibility in regards to local personnel support
- Proper application of current labour and social law provisions within the area of responsibility considering especially labour and tax regulations for DB Engineering & Consulting GmbH (DB E&C) in India
- Ensure legal certainty and revision safety of documentation of all personnel-relevant data within the area of responsibility
- Support in appropriate maintenance of the human resource management systems and personnel data.
- Establishment and implementation of a demand- and time-oriented succession plan
- Support of the DB E&C compliance unit as a first point of contact for compliance-relevant issues in regards of DB E&C business activities in India, especially:
 - Clarification support in case of suspicion of compliance violation
 - Support in preparation and implementation of compliance trainings and compliance reviews
 - Support in compliance-reporting
 - Support in development and implementation of prevention measures by providing own local know-how in order to prevent corruption and other economically damaging acts
- Regular information exchange with regional DB E&C GmbH Compliance Manger

Your Profile:

- At least 5 years of relevant professional experience
- knowledge of the Indian and European market in the railway sector and local practices, as well as compliance culture
- Experience with or affinity to la wand compliance aspects, preferably in the field of engineering and consulting projects
- Experience with international standards in compliance management



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- Strong sense of awareness and sensitivity regarding integrity issues
- Fluency in English and local language, German beneficial
- Resilient, flexible, independent and well-structured and service-oriented working approach
- Authentic appearance and keen comprehension of complex situations

Start date:

12/2018

Location:

Bangalore, India

In case you match the profile and are interested in a complex task within the transport sector, we are looking forward to receiving your **application through our website https://www.db-engineering-consulting.de/db-ec-en/career_and_training/online_application.html**

Please state the reference number (**EC01576**), your earliest possible availability as well as your salary expectations.

Please note that your application will be saved and used in electronic form as a part of the application process for this position.

Thank you for considering DB Engineering & Consulting as prospective employer!