



HR Business Partner – Analytics & Controlling

for the site Borgo San Michele LT, Italy

Would you like to make a valuable contribution to the health of patients? And do something really meaningful on your own responsibility? Then we look forward to hearing from you! Excellence beyond manufacturing - that's what we stand for as Aenova, one of the world's leading contract manufacturers and developers for the pharmaceutical industry with 4,000 employees at 15 sites. Latina is a leading centre of excellence in sterile liquid production, with a strategic investment plan to become one of Europe's foremost hubs.

Your key responsibilities

- Ensure compliance and accurate management of employee administration, payroll, and related processes.
- Guarantee regular HR administrative audits to ensure data integrity, compliance, and process consistency.
- Monitor and analyze HR KPIs to support strategic decision-making and implement targeted improvement actions when needed.
- Support and drive workforce planning processes in alignment with business and organizational needs.
- Manage payroll controlling activities, including personnel cost analysis, forecasting and budgeting.
- Conduct advanced data analysis to support HR and business decisions.
- Identify opportunities for HR process optimization, with a focus on efficiency and compliance.
- Conduct market salary benchmarking to ensure competitiveness and alignment with industry standards.
- Contribute to the design and implementation of Total Rewards strategies (compensation, benefits, incentives).
- Support the development and management of employee welfare programs.

Your profile

- Master's degree in Human Resources, Economics, Business Administration, Management Engineering, Political Science, or a related field.
- Minimum 5 years of experience in HR controlling, payroll, or HR analytics, preferably within multinational and/or pharmaceutical environments.
- Strong knowledge of payroll processes, labor law, and social and fiscal regulations.
- Proven experience in HR analytics, KPI monitoring, and reporting.
- Advanced proficiency in Excel and HR information systems; knowledge of data visualization tools (e.g., Power BI) is a plus.
- Fluency in English (written and spoken).
- Strong analytical approach with a high level of accuracy and attention to detail.
- Ability to work cross-functionally and interact with Finance and senior stakeholders.
- Strong problem-solving and organizational skills.
- Ability to manage multiple priorities and work effectively under tight deadlines.
- Proactive mindset with a continuous improvement approach

Your motivation

Are you looking for new challenges in a highly competitive environment? And you want to tackle them creatively and on your own responsibility? Do you prefer a "get-it-done" culture and think in terms of solutions rather than problems? What are you waiting for? We would be happy to explain our corporate benefits in a personal conversation!

Apply now

If you have any questions, I - Chiara Fanasca / Human Resources - will be happy to help you: Chiara.Fanasca@aenova-group.com

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