

Date: Feb 10, 2010

Company: BASF

Location: Florham Park, NJ, US

Workforce Planning Analyst-0900504

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BASF is proud to be an Affirmative Action and Equal Opportunity Employer.

Description

Purpose of the Job - The Workforce Analyst will be responsible for the data collection, superior analyses and interpretation/evaluation of workforce metrics in support of the workforce planning strategy.

Principal Responsibilities: - Four to eight brief statements indicating what is done (Action), how it is done (Method or Means) and why (End Result). (Use additional sheet of paper if necessary.)

- Performs data collection and superior analyses and interpretation/evaluation of workforce metrics such as demographics.
- Supports the development of tools and processes which enable optimization of BASF's return on investment in human capital
- Evaluate workforce plans and identify gaps
- Supports the development of presentations to HR and business executives.
- Becomes subject matter expert on all key HR planning and reporting systems (e.g. Success Factors).
- Provide ad hoc reporting, data consulting, and data analysis as needed
- Continual process improvement approach to all areas of responsibility.
- Develop regular workforce reports for the entire organization.

Qualifications

Education:

Bachelors Degree Required. BASF recognizes Institutions of Higher Education which are accredited by the Council for Higher Education Accreditation or equivalent.

Knowledge:

- * Minimum 3 years experience in a financial and/or project management environment.
- * Exposure to project planning, simulation, modeling, regression analysis, capital budgeting, cost benefit analysis and information systems support.

Behavioral/Technical Competencies:

- * HRIS reporting experience required; Talent management system experience a plus
- * Data collection and analysis/translation of results
- * Experience operating within a complex/matrix environment
- * Attention to detail

Primary Location

: BASF

: Florham Park, New Jersey

Job Type

: Standard

Shift

: Day Job