

HR GENERALIST – PEOPLE & ORGANIZATION

Milan | Full time

Morning Capital Group is looking for an HR Generalist – People & Organization to work closely with senior management and the Group's companies.

Are you organised, practical and able to build relationships based on trust? Are you interested in working on HR processes while also contributing directly to the development of the organisation? You could be the person we are looking for.

The role

You will take on a cross-functional role, working closely with senior management and the heads of the various departments. You will have the opportunity to oversee the Group's key HR processes and gradually become a key point of contact for people management and development.

Your responsibilities will include:

- recruitment, selection and onboarding;
- maintaining and updating organisational charts, job descriptions, roles and responsibilities;
- supporting the definition and monitoring of objectives and KPIs;
- organising performance review and feedback processes;
- employee training and development;
- initiatives to support employee engagement, workplace culture and employee welfare;
- supporting managers in the day-to-day management of their teams;
- overseeing key personnel-related activities and liaising with the external employment adviser and payroll provider;
- collecting and monitoring key HR KPIs and preparing reports for senior management;
- supporting organisational projects and initiatives to develop the company culture.

Sede legale

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Società Benefit

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Who we are looking for

Someone with 3–5 years of HR experience, preferably gained in an HR Generalist, People & Culture or Junior HR Business Partner role.

We value:

- excellent command of written and spoken English;
- a good understanding of key HR processes and employment legislation;
- the ability to work independently, a structured approach and strong organisational skills;
- listening skills, sensitivity and interpersonal intelligence;
- a practical, solution-oriented approach;
- discretion and reliability;
- the ability to work with people across different functions and organisational levels;
- an interest in organisation, performance and people development.

We are looking for someone who can listen while respecting others' responsibilities, provide clear feedback and turn organisational challenges into concrete actions.

What you can expect

A dynamic, cross-functional role, with direct access to senior management and the opportunity to work with different companies within the Group.

You will have the opportunity to take on increasing responsibility within the Group's People & Organization function, making a tangible contribution to building effective processes, culture and ways of working.

Morning Capital is a Benefit Corporation (Società Benefit): we believe that care for people, responsibility and results can coexist within the same organisational model.

Salary: gross annual salary of €30,000–€35,000, with the final amount within this range determined by the selected candidate's experience and skills.

Work location: Milan | **Employment:** full time