

Hexagon's Infrastructure & Geospatial Business Area combines measurement, positioning, and mapping technologies to help geodata-dependent industries capture, measure, and visualise the physical world – turning data into actionable insights for better decisions and greater efficiency.

Hexagon Infrastructure & Geospatial (I&G) operates globally across 42 countries. Its Geomatics division, with around 1,500 employees, develops measurement and positioning hardware, software and solutions used by surveying, engineering and construction professionals worldwide.

As Global People Partner, you partner with the President of Geomatics and the divisional leadership team. Your strategic scope covers the entire division. You own its People Agenda, translating global I&G People & Culture (P&C) priorities into practical divisional actions across countries, sites and functions.

Within our operating model, the GPP shapes and challenges with the business; Global Process Owners (GPOs) design and standardise processes; Local People Partners (LPPs) localise and execute; Global Business Services delivers at scale.

Global People Partner - Geomatics (f/m/d)

Switzerland, Germany or Spain

Your responsibilities

- Business partnership: Advise the President's direct reports and their leadership teams. Work closely with the President on strategic people topics, challenge constructively and influence business decisions.
- Divisional People Agenda: Translate the I&G P&C agenda 2026/27 into a prioritised divisional plan and drive its implementation in 2027. Secure leadership buy-in, coordinate delivery with the P&C team and bring divisional requirements into the global agenda.
- Strategic workforce planning: Identify future capabilities and skill gaps across R&D, software, product management, sales and field engineering. Develop build, buy and borrow solutions and shape

Your profile

- Around 10+ years of progressive HR experience, including at least five years in senior, business-facing HRBP roles supporting a business unit, division or global function.
- Substantial HRBP experience in international industrial technology, automation, advanced manufacturing, engineering, precision measurement, industrial electronics, instrumentation or hardware/software-based industrial solutions.
- Experience in complex global matrix organisations, navigating competing priorities and influencing without direct authority. Successful collaboration with global HR teams, local HR Business Partners and Centers of

location strategy, including global hubs.
- Workforce costs and data: Partner with Finance on headcount planning, personnel costs and workforce scenarios. Use people data and the divisional P&C Balanced Scorecard to inform decisions and track progress.
- Organisation and transformation: Drive organisation design, restructuring and transformation from analysis through implementation, respecting decision rights and coordinating employee consultation with LPPs.
- Talent and leadership: Lead leadership talent reviews and executive succession, partnering with Talent Acquisition on internal and external slates. Translate leadership and capability needs into I&G learning paths.
- Job architecture, rewards and performance: Apply career maps, levelling and consistent position naming. Steer merit and promotion cycles within agreed budgets, embed goal-setting and growth dialogues, and support EU pay transparency readiness.
- M&A and integration: Conduct organisation and leadership assessments during due diligence and lead people workstreams in relevant acquisitions, carve-outs and integrations.

Expertise across countries.
- Proven ability to translate business strategy into a practical People Agenda, with direct exposure to senior business leaders and the confidence to challenge their thinking.
- Hands-on experience across several areas: strategic workforce planning and analytics; organisation design, restructuring and transformation; talent, succession and leadership; headcount and personnel costs; job architecture, grading and rewards; HR governance and operating models.
- Experience driving change where structures and processes were evolving. You are pragmatic, analytical and commercially aware, comfortable with incomplete data and imperfect systems, and willing to work hands-on at different organisational levels.
- Fluent English; German is a strong advantage. The position is based in Spain, Germany or Switzerland, with hybrid working and regular travel.

An opportunity to build

Our global P&C operating model, people data and core HR platforms are still developing. You will join a P&C leadership team of divisional GPPs, GPOs and LPP cluster heads, combining business knowledge with your international perspective. This is an opportunity to create structure, solve problems and strengthen strategic People Partnership.

About Us

At Hexagon, we are the global leader in measurement technologies. Our precision measurement, positioning, and autonomous solutions transform the world's most vital industries – providing the confidence that customers rely on to build, navigate, and innovate.

From microns to Mars, we drive productivity, quality, safety, and sustainability where it matters most. We help industries operate smarter, reduce risk, and reach new levels of efficiency.

Looking ahead, we are advancing our customers towards a future of true autonomy – enabling them to meet sustainability and demographic challenges with confidence.

With approximately 19,000 employees across 50 countries, Hexagon combines global scale, expertise, and innovation to make a lasting impact across some of the world's most vital industries.

Learn more at hexagon.com.

Contact

If you have any questions, please do not hesitate to contact Joanna Ertug, Talent Acquisition Manager DACH.

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Hexagon's Infrastructure & Geospatial Business Area


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