



Joining the **Stanley Black & Decker** team means joining one of the world's largest, fastest growing, and most dynamic global companies. Stanley Black & Decker is a world-leading provider of tools and storage, commercial electronic security and engineered fastening systems. We have been globally recognized as one of the most innovative, sustainable, and rewarding companies in the world. Recent acquisitions have made us the largest hand-tool, accessory and power tool manufacturer in the world.

Our segment **Industrial Joining Systems & Solutions** is the world market leader for concept solutions for fastenings and joining technology. Innovation and creativity are part of our corporate culture. Join us and help shape our corporate development in a motivated and passionate way!

We are looking for you as:

## Internal Communication & Engagement Manager

based in UK or Germany / virtual or hybrid

### RESPONSIBILITIES

The Internal Communication Manager will work with the VP HR, Stanley Black & Decker (SBD) Industrial Joining Systems & Solutions (JSS), its HR Leaders, Business Leaders and other communications teams, as well as internal stakeholders to ensure timely and consistent communication and engagement between all people within the SBD Industrial JSS. This global role will help ensure consistent and equitable application of communication and engagement programs and tools across a functional area or location and lead its improvement and those of other employee related programs. This includes the regular use and championing of our internal communications platform, ensuring it is fully embedded into daily working life and it provides an effective two-way flow of information with employees. He/she will have responsibility for developing an engaged internal community of employee groups both in person and online, promoting the adoption of sharing and social collaboration. He/she will take a consultative approach to engaging with business managers on communication programs and will provide HR management support. You will execute on talent initiatives and act as a change agent to enable the growth & development of the company's people.

### Shape The Future With Us

- By working in conjunction with the HR Lead for Industrial JSS and other stakeholders, develop and manage the content plan for internal communication in line with strategic and operational requirements. Manage internal communications projects alongside stakeholders.
- Plan, edit and write content for a variety of internal communication channels for communicating with managers and people internally, ensuring the alignment of internal and external messages and communications.
- Plan and organize regular events which encourage two-way dialogue between management and employees, as well as colleagues in different teams to encourage knowledge sharing.
- Accelerate SBD's online internal communications platforms which is used on a regular basis by all employees
- Communication channels will be developed further such as focus group discussions, skip level meetings, roundtable and employee newsletters, which will enable employees to connect to and access information more easily, share

knowledge and experience, and feel more engaged in what is going on across the whole of the JSS.

- Identify, commission and promote quality content and usage across internal communications platforms, managing online communities and ensuring employees adhere to the terms of use and GDPR regulations. In addition, ensure all internal communications content is consistent with our brand and tone of voice.
- Interpret internal communications data and employee feedback to evaluate and improve internal communications and employee engagement.
- Manage the internal communication response to crisis situations which affect organizational perception and reputation.

## What We're Looking For

- Educated to degree level or equivalent relevant professional experience, (with relevant professional qualification)
- Previous experience of internal communications
- Experience of working closely with HR and Senior colleagues and strong experience of building networks and relationships to deliver results
- Ability to review online analytics and collecting user research
- Very strong communication skills, both verbal and written, demonstrating accuracy and attention to detail
- Good interpersonal skills with ability to influence and handle sensitive situations, maintaining confidentiality, where necessary
- IT skills including use of social media, content management, word processing, spreadsheets, email, image editing
- Good judgement and ability to interpret information
- Ability to prioritize and manage own workload effectively but also to be flexible and adapt/respond to emerging issues, short deadlines and other demands or challenges
- Proven bias for action as evidenced through proactive, value-creating solution implementation
- Proven ability to navigate ambiguity within a complex, dynamic, and rapidly changing business environment
- Proven ability to seamlessly transition between critical thinking and tactical execution
- Success in supporting effective and positive employee and labor relations especially in environments with hourly employees in a distribution and / or manufacturing environment
- Success in supporting projects, some of which may be large-scale, cross-functional in nature
- Professional working proficiency in English, good German skills are a plus.

## We offer:

- An exciting area of responsibility in an innovative and international environment
- Versatile development opportunities that are individually tailored to you
- An attractive compensation package
- Flexible working time models & home office

All qualified applicants are considered for employment without regard to race, color, religion, age, sex, sexual orientation, gender identity, national origin, disability or any other protected characteristic.

## Kontakt

If you would like to be part of our vibrant team and fulfil your potential, please send us your application documents in **English** by using this **link**:

[https://sbdinc.wd1.myworkdayjobs.com/St Stanley\\_Black\\_Decker\\_Career\\_Site/job/Remote/Senior-Analyst-Internal-Communications---Employee-Engagement\\_REQ-1000003545](https://sbdinc.wd1.myworkdayjobs.com/St Stanley_Black_Decker_Career_Site/job/Remote/Senior-Analyst-Internal-Communications---Employee-Engagement_REQ-1000003545)

Jetzt bewerben