

## Senior Manager Employee Communication (f/m/d)

**Are you passionate about connecting people through clear, engaging communication?** Do you enjoy shaping how employees experience strategy, change, and culture in their daily work? Join us in strengthening internal communication at Heidelberg Materials and supporting our transformation journey.

We're looking for a **Senior Manager Employee Communication (f/m/d)** to join our **Group Communication & Investor Relations Department**.

You will report to the Head of Communications and be located at our **Headquarters in Heidelberg, Germany**.

### YOUR NEXT CHALLENGE

In this role, you will drive the development and implementation of our global internal communication strategy. You will play a key role in how we inform, engage, and connect our employees worldwide.

- **Develop and implement a coherent internal communication strategy** (including governance, guidelines, and formats) that supports our corporate strategy, culture, and transformation
- **Support the introduction and continuous improvement of internal communication channels**, such as our global employee app
- **Plan and manage internal communication campaigns and the content pipeline** in close collaboration with local teams for key topics such as sustainability, digitalisation, health & safety, and change projects
- **Create high-quality content for internal channels** (employee app, intranet, newsletters, videos, internal events)
- **Enable middle management as key communicators** by providing ready-to-use content, practical toolkits, and suitable formats
- **Partner with HR, IT, corporate functions, and country organisations** to align messages and ensure consistent, timely communication
- **Contribute to a strong internal communication community** by sharing best practices and supporting local communicators
- **Monitor reach, engagement, and feedback** on internal communication activities and derive recommendations for continuous improvement

### YOUR PROFILE

You are a strategic and hands-on communicator with a deep understanding of internal communication, change, and employee engagement – and a passion for turning strategy into stories that resonate with people.

- **Degree in communications, journalism, media management, or a related field**
- **Several years of professional experience (ideally a minimum of 5 years)** in internal/employee communication, corporate communications, or a comparable role in an international environment
- Strong experience in conceptualizing and implementing **internal communication strategies and campaigns**
- Proven **track record in content creation** across formats (texts, presentations, videos, visual content) with a clear, engaging storytelling approach
- Familiarity with **digital internal communication channels and platforms** (e.g. employee apps, intranet, collaboration tools) and an interest in continuously improving the employee experience
- Ability **to translate complex strategic and change-related topics** into understandable, motivating messages for diverse employee groups
- Excellent writing and verbal communication skills in **German and English**
- Experience in working with **cross-functional teams and managing multiple internal stakeholders**, including senior leadership
- Highly **organised, proactive, and collaborative mindset** with a strong sense for culture, engagement, and transparency

Ready to **make more of tomorrow today**? Apply via our [careers page](#) and take a glimpse [behind the scenes](#) to learn more about life at Heidelberg Materials.