Job title: Human Resources Manager

About Marble Imaging

We will disrupt the European Earth Observation industry by developing our own satellite constellation and cutting-edge AI supported analytics. Marble Imaging is a German NewSpace company, combining engineering, aeronautics & Earth Observation to address global challenges from security, sustainability, climate adaptation and disaster resilience. We aim to provide these EO based analytics and insights by developing and operating our own constellation of very high-resolution multispectral satellites providing up to hourly revisits of areas of interest by the end of 2028. We are a fast-growing and diverse team, comprised of highly motivated professionals from various backgrounds. We share a common vision to make EO more accessible and understandable so that EO data can be incorporated into rapid decision making in every part of our global world.

About the position: Are you passionate about building structures rather than simply maintaining them? Do you enjoy creating efficient HR processes, attracting top talent, and developing a high-performing HR team? If so, we'd love to hear from you!

We are looking for an experienced and motivated **HR Manager (m/f/d)** to play a key role in establishing and developing our Human Resources function. Working closely with senior management, you will help build a modern, scalable HR organization that supports our continued growth.

Location – The work will be carried out in the headquarter in Bremen or the Frankfurt office.

The role

Your role would include the following topics:

- Build and continuously develop a professional Human Resources function
- Design, implement, and optimize HR processes, policies, and best practices
- Recruit, develop, and lead a high-performing HR team
- Partner with senior management and business leaders on all HR-related matters
- Take ownership of the full recruitment lifecycle, from workforce planning and job postings to candidate selection and hiring
- Develop and implement innovative talent acquisition strategies to strengthen our employer brand
- Design and establish structured onboarding processes to ensure outstanding employee experience
- Drive employee engagement, retention, and talent development initiatives
- Support the implementation and continuous improvement of digital HR systems and processes
- Ensure compliance with labor laws and HR regulations in collaboration with internal and external stakeholders

- Contribute to the development of a positive company culture and support organizational growth

Please note: Payroll administration is **not** part of this role. The position focuses on building, developing, and strategically shaping the HR function.

About You

- Bachelor's or master's degree in Human Resources, Business Administration, Psychology, or a related field
- Several years of professional experience in Human Resources
- Proven experience in building or transforming HR structures and processes
- Strong expertise in recruitment and onboarding
- Experience in building and/or leading HR teams is highly desirable
- Solid knowledge of employment law and HR best practices
- Strategic mindset combined with a hands-on approach
- Excellent communication, stakeholder management, and organizational skills
- Independent, structured, and solution-oriented working style
- Strong affinity for digital HR tools and process optimization

What We Offer You Here at Marble Imaging

- Opportunities to contribute to innovative projects in Earth observation
- International collaboration with leading partners from industry, research, and the public sector
- A high degree of autonomy and the opportunity to shape your work
- Flexible work hours and modern work models
- Personal and professional development
- A dedicated and interdisciplinary team with extensive expertise in the Earth observation field
- A VSOP (Virtual-Stock-Options-Program) program

At Marble Imaging, we are committed to fostering an inclusive and welcoming workplace. We believe that diverse voices bring diverse perspectives that fuel innovation, creativity, and the ability to tackle global challenges effectively. We encourage individuals of all races, ethnicities, genders, sexual orientations, abilities, and backgrounds to join us in our mission to change the EO world. We are an equal-opportunity employer.

Join us on our mission to explore and reimagine the possibilities of VHR EO based analytics and help us tackle global challenges. If space is the final frontier, you will be getting one step closer to reaching it with Marble Imaging. Contact us for questions and information at recruiting@marble-imaging.de

Contact for this position:
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Marble Imaging GmbH
Court of Registration: Amtsgericht Bremen, HRB 41893 HB