

Are you our new HR Manager?

As part of the Senior Leadership Team in Denmark, the HR Manager will lead all operational HR activities including payroll, develop and deliver strategic people initiatives to improve organisational capability and performance and provide guidance on all employment related matters.

Key responsibilities

- Work in close partnership with the Senior Leadership Team to fully understand business goals and develop People Strategies that support them
- Management of the delivery of all aspects of the employee lifecycle from recruitment and onboarding, sickness absence, performance management, through to employee exit
- Provide strategic business partnering on reward, employee relations, governance and leadership development
- Provide expert advice and guidance to managers and employees on a wide range of HR issues, ensuring compliance with company policies, legal requirements, and best practices
- Act as a trusted advisor to the Senior Leadership Team on sensitive HR matters and complex casework including disciplinary actions, grievances, and conflict resolution
- Support the wider HR team (consists of 1 HR consultant) in delivering high-quality HR services and initiatives that align with the company's culture and values
- Build strong relationships across the business to foster a supportive and collaborative working environment
- Securely manage employee records and maintain an accurate and up-to-date HR database
- Global HR issues and manage Italian employees and payroll
- Monitor and review company policies and processes, including implementation and enforcement as required ensuring company procedures comply with employment regulations
- Ensure spend across areas of responsibility is within agreed budget
- Lead the HR team to deliver accurate and timely payroll processing ensuring compliance with audit and HMRC requirements
- Support the HR team in ensuring all mandatory training is up to date and arranged as necessary and upkeeping the company-wide skills matrix
- Manage the Trade Union relationship with responsibility for all associated consultation / negotiation including annual pay awards and reward strategy

Qualification and Skills

- 10+ years management experience as well as broad HR experience combined with a relevant educational background at BA level
- In-depth knowledge of Danish HR practices, employment law, regulations and compliance requirements
- Significant experience in employee relations and grievance management, with a proven track record of handling complex, high-stakes casework
- Excellent communication and interpersonal skills, with the ability to advise and influence at all levels of the organization
- Strong organisational skills, with the ability to manage multiple cases and priorities simultaneously
- Ability to handle confidential matters with discretion
- IT proficient including Outlook, Word and Excel
- Significant experience of working in a strongly unionised environment
- **Desirable:** Strong attention to detail and the ability to understand the big picture; to assert your opinion and ideas with confidence

Language skills required

Danish as first language. High level of written and verbal English required. Preferably good written and verbal German skills

Report to

European HR Manager Gill Cherry

We look forward to receiving your application and CV in English

Deadline: 5 January 2025

For questions about the position, contact European HR Manager Gill Cherry at gill.cherry@moveero.com

