

Vacancy details

Brand**Vacancy title**

HRBP, Nordics

Ref

19503

Function

Sales Europe

City

Espergaerde

Salary

Competitive

Closing date

30/09/2020

Description

Triumph is one of the world's largest intimate apparel companies. It enjoys a presence in over 120 countries with the core brands Triumph® and sloggi®. Globally, the company serves 40,000 wholesale customers and sells its products in 3,600 controlled points of sale as well as via several own online shops. The Triumph Group is a member of the Business Social Compliance Initiative (BSCI).

Learn more about Triumph on:

www.triumph.com (<http://www.triumph.com/>)

www.linkedin.com/company/triumph-international/ (<http://www.linkedin.com/company/triumph-international/>)

HRBP, Nordics

PURPOSE OF THE JOB

Assume responsibility for a specified population and location operating as the privileged single point of contact for all HR queries.

Provide support to managers in the area of responsibility to achieve Development, Performance Management and Employee Engagement objectives by supporting the definition & implementation of the necessary people actions and interventions.

Steer business results by supporting the definition & implementation of the necessary people actions & interventions to successfully execute the business strategy.

Drive the execution of the end-to-end HR lifecycle activities in the respective business area to support the company's Mission, Vision and Strategy.

GENERAL DUTIES and RESPONSIBILITIES

- First point of contact for employees and managers to provide support to better understand and utilize HR tools, processes and policies; maximizing organizational effectiveness, improve performance and ensuring compliance.
- Support the Head of HR, North Region in implementing a cohesive, coherent people plan for the respective business area where the subsequent solutions and actions are aligned with the business strategy
- Support with the implementation of the new GHR organization
- Work closely with the business in the annual budgeting and forecasting process of headcounts and personnel cost
- Support the Head of HR, North Region in ensuring best-in-class processes are applied in the business as Workforce Planning, Recruitment, Staffing Review, Learning & Development, Career & Talent Management, Performance Management, Employee Engagement, Compensation & Benefits, Organizational development, Change Management
- Responsible for candidate selection (screening, interviews, contact offers) and drive on boarding process to ensure smooth and quick integration to the company for all levels below senior department heads
- Ensure Triumph's Values and Principles as well as the Code of Conduct are adhered and complied to at all times
- Support the Head of HR, North Region with deployment of new global policies by engaging stakeholders, communicating and executing implementation actions within the area of responsibility
- Support the Head of HR, North Region with people interventions when required
- Support to Nordics HRSSC & Global Team
- Liaising with Unions
- Reporting of Financials to Head of HR & Global HRSSC Team
- Site Lead role consisting of being point of contact for Danish Office, leading regular briefings and updating and liaising with other stakeholders

PROFESSIONAL EXPERIENCE

- Broad generalist HR experience gained across a variety of businesses, markets, cultures
- International HR experience (international HR projects and processes)
- Experience of using HR software solutions
- Must be competent in all Microsoft packages
- Knowledge of Covid 19 Wage subsidies desirable

- Knowledge of CBA's essential

EDUCATION REQUIREMENTS

- Bachelor's level in Human Resources or Business Administration
- Professional HR qualification would be an advantage

OTHER REQUIREMENTS

- Technical skills:
 - Solid experience in business partner, employee relations, employment law
 - Project Management
 - Conflict management
 - Influencing
- Language Skills: Fluent in English and Danish (Swedish, Norwegian/Finish would be an advantage)
- IT proficiency: Proficient in the use of MS Office
- Ability to anticipate, identify, diagnose and resolve employee issues affecting business performance
- Ability to work independently with tight timelines and multiple priorities in a fast paced environment
- Ability to establish relationships with all levels of an organization

PERSONAL QUALITIES

- Business and solution oriented
- Hands-on, pragmatic, energetic and high sense of initiative and drive
- Highly self-motivated
- High level of assertiveness
- Strong interpersonal and communication skills
- Effective listening & strategic thinking skills
- Strong capacity for teamwork
- Intercultural Awareness

We offer an opportunity in a fast paced organization which gives those looking for a challenge the possibility to grow with the company and shape the future.

We are a family owned company with strong values, operating at a global level with key markets in Germany, Japan and China - where our iconic brands, Sloggi and Triumph, continue to delight our consumers.

Triumph Group is committed to employing a diverse workforce. Qualified applicants will receive consideration without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity, gender expression, veteran status, or disability.

If you are seeking a great opportunity to develop your career, please send us your application letter and CV in English, diplomas and expected salary range by clicking on Apply.


Note to Hiring Managers and Recruiters

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(<https://www.instagram.com/triumphlingerie/>)



(<https://www.youtube.com/triumphlingerie>)

(<https://www.pinterest.com/triumph/>)

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