**Role Description & Person Profile**

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| **Job Title** | HR Business Partner |
| **Business** | Germains Seed Technology |
| **Location** | Aalten, the Netherlands |
| **Job Level** |  |
| **Team Structure**  Reports to and direct reports | Reports to HR Director, part of global HR team with colleagues in the UK, Spain and the US. Closely working together with the people services team from our parent company ABAgri (based in the UK) .Future line manager responsibility for Office Manager. |

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| **Role Overview**  Impact Statement | Advise, coach, and support line managers with an end-to-end value. Being the intermediair between People services (based in the UK) to provide operational HR services for our teams in Aalten and Enkhuizen. Responsible for local HR policies, organisational development and change projects. Contact person for Works Council. |
| **Key Responsibilities** | * Efficiently manage attraction, recruitment, and onboarding activity in cooperation with central recruitment team. Coaching and supporting managers to attract, recruit, on-board, and develop the best possible talent. * Support Personal Development Plans/training interventions/well-being activities. * Advise, coach, and supporting line managers with the effective management and resolution of short-term and long -term absence cases. * Advise, coach and supporting line managers with effective management of performance, ensuring effective action plans are in place to address underperformance issues at pace and highlight talent for further development/progression. * Establish trust and rapport with employees, managers, and stakeholders, serving as a trusted advisor and resource for addressing concerns, resolving conflicts, promoting a positive workplace culture and environment and supportive with employee engagement. * Manage Salary Review process and CAO changes ensuring deadlines are met and information is communicated and processed accurately. * Review and analyse HR KPIs, highlighting trends to HR Director, and suggesting action plans for improvements where required. * Utilise the HR system to its fullest, supporting and coaching managers to ensure full compliance and maximum effectiveness of the system. * Ensure that all payroll variances are submitted in an accurate and timely way in cooperation with the central payroll team. * Effectively manage, maintain and execute local HR policies, makes sure our policies are up-to-date and compliant with local law and CAO regulations. * High physical presence within our two locations, acting as the ‘go-to’ person for our local teams and role modelling Germains values. |
| **Key Stakeholders** | * ABAgri central HR team including people services, reward, recruitment and payroll. * Local and EU managers and Business Unit Director Europe |
| **Other Factors**  Travel, shift pattern, working hours, Licence type etc. | Hybrid working possibilities, on average at least 3 days a week on location in Aalten and once a month on location in Enkhuizen. Occasionally (once or two times a year travel to the UK) |

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| **Required experience, qualifications, and necessary knowledge** | |
| **Essential** | **Desirable** |
| * Bachelor degree in Human Resources, Labour Law or Business Administration with relevant first work (approx. 3 to 5 years) experience. * Proficient verbal and written communication and influencing skills in Dutch as well as English * Good basic knowledge of NL labour law and ways of working with CAO * Experience with managing performance, absence and conflict situations * Experience with HR systems | * Experience with Works Councils * Experience working in a factory environment * Experience working in an international environment * Proficient verbal communication in German * Experience with Success Factors and Work Force |

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| **Key Behaviours** | * An accommodating and cooperative approach, ready to welcome change and facilitate improvements within the team * Takes initiative and is skilled at resolving problems effectively * Curious with a high learning orientation * Resilient and agile * Strategic thinker but with a practical and tactical approach * Good communication and stakeholder management on all levels |
| **AB Agri High Performance Framework** | Our high- performance framework is a set of guiding values which have been created to enable our business to achieve our strategic ambition. The focus is on what you can do to demonstrate high performance in your role, as well as the behavioural inputs to assist you getting there.   * **Responsibly**: We do not comprise on health, safety or quality. We do what we say we will. We care about our impact on people, community and the environment. * **Collaboratively**: We start with trust and respect. We leverage our own strengths and those of others to reach our shared goals. * **Courageously:** We are prepared to challenge and be challenged. We try new things and we push boundaries. We are not afraid to take risks. * **With purpose:** We are clear about what we need to achieve and why. We are passionate about finding ways to deliver it. |