

HR Manager - Primagaz Scandinavia

Are you a people person and well versed in translating strategic commercial initiatives into HR operational plans? Do you have a natural curiosity, and understand that talented people constitute the core of Primagaz for them to reach their goals?

European Search Company is assisting Primagaz Scandinavia finding an ambitious and dedicated HR Manager for the Scandinavian activities - governing all HR aspects for Primagaz Scandinavia. Primagaz's Scandinavian Headquarter is in Køge, covering the business units both in Denmark and Sweden.

As HR Manager you will report to our CEO and be responsible for developing and implementing the people agenda for Primagaz Scandinavia. With your expertise you are to drive the full HR cycle, alongside your team. You are to take on a highly diverse role where your impact will be tangible. You are to manoeuvre between classical HR business areas and operational, hands-on tasks related to labour relations.

You will be based at the office in Køge, and you will be working closely with the managers across our business units in both Denmark and Sweden, as well as stakeholders throughout the organization. Primagaz Scandinavia value to be close to both our people and the business, why you are expected to be onsite, from time to time, at our sites in the southern parts of Sweden.

You are to be a part of the Scandinavian Management team as well as a member of the SHV Global HR team, where you will act as a trusted advisor. You will be influencing the HR agenda with the CEO and the rest of the management team.

Your Responsibility

To succeed in this role you will be a part of setting the HR strategy as well as implementing and steering results hands-on and together with your HR team.

As HR Manager you will be responsible for:

- driving the yearly HR wheel and participate in and/or drive key HR projects to develop the organization.
- facilitation and implementation of global initiatives such as culture & values, global engagement surveys, compensation & benefits, learning & development.
- managing the recruitment funnel and ensure that we are hiring, onboarding and upskilling talents.
- streamlining local HR processes and embrace differences across Sweden and Denmark regarding cooperation, knowledge and employment law etc.
- ensuring diversity and inclusion
- Implementing change programs and talent pipeline initiatives
- making data driven decisions and usage of our global HR tools across the HR cycle. Implement and monitor relevant HR KPIs (e.g. salaries, overtime, absence rates, etc.).
- liaise with key internal stakeholders to understand and support growth and key strategic initiatives

Your Background

To succeed in this position, you are passionate about building and implementing HR policies and initiatives and partnering with the business. It is a requirement that you have +10 years of experience within HR, and that you have worked as an HR Manager or Business partner to a Scandinavian organization. It is an advantage if you understand the Swedish labor market, and if you have experience from a similar position with a hands-on involvement in driving a cultural change.

You hold a relevant education - within HRM, psychology or similar. As a person, you are positive, cooperative, energetic and a self-starter. You have a clear business understanding and a commercial mind-set. You can deliver on activities such as organizational change and leadership development, but at the same time you are able to think strategically to ensure that Primagaz succeed in the long run. You have the

Job Title:
HR Manager

Application Deadline:
As soon as possible

Company:
Primagaz

City:
Køge

Country:
Denmark

Contact person:
Brian Ranvits

Phone number:
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feeling for the right level of structure for a small organization, and understands needs of different employee types (office, field sales, blue collar). You possess strong communication skills, and you can influence others.

As Primagaz is an International company, it is imperative that you master English combined with a Scandinavian language, and that you have a global mind-set in relation to both colleagues and business opportunities. Primagaz offers a great work life balance with ability to influence your daily work, time management and location.

Contact and application

In this recruitment process we are assisted by European Search Company. For additional information about the position please contact Brian Ranvits on +45 2048 0548.

Please note that applications are handled on an ongoing basis. So, please send your application and CV as soon as possible using the application button on this page.

About Primagaz

Primagaz Scandinavia was founded in 1990 in Denmark and is part of SHV Energy – a Dutch multinational family owned business. This ownership is evident in a very strong set of values and a global spirit driven by interaction with colleagues abroad.

Primagaz is one of the largest distributors of LPG (Liquid petroleum gas) in Scandinavia and we are looking to grow further.

You have the unique opportunity to join a company on the brink of a strategic shift; – a place where your work and contribution will be directly attributable to our success - a place where your success and hard work is noticed and open doors in an international context. We offer a job in which you get to have fun while we strive to achieve something special