GROUP HR & COMMUNICATIONS MANAGER

Title:
GROUP HR & COMMUNICATIONS MANAGER

Location:
De Rotterdam / Wilhelminakade, 143, 3072 AP, Rotterdam

Your new workplace:
Group Mgt - De Rotterdam.jpg

Contributing to the world of tomorrow, that is what we do at HES. Our international team manages our European network of terminals out of Rotterdam. Are you ready to join us and help us take ONE HES further?
From the electricity powering your home to the vehicle you rely on for your daily commute, the bread that fuels your day: these essential elements all trace their origins to the movement of bulk commodities. And chances are that the raw materials behind them passed through one of our terminals. With over 1,200 professionals we operate 24/7, ensuring seamless delivery of bulk commodities to customers worldwide. As Europe's largest independent multipurpose bulk handling company, we excel in handling liquid and dry bulk products and connect deep draft terminals to inland distribution networks via pipeline, barge, truck and train.
Join our dynamic team and become part of a market leader in bulk handling. Together we shape the future of logistics and make sure the world's essential commodities keep flowing smoothly. For the economy and for a more sustainable society.

YOUR JOB

From our Rotterdam head office we support and guide our European terminals in realizing our sustainable growth ambitions. As Group HR & Communications Manager you are the link between HR, change and communications. You act as first line HR business partner for our Group Directors, coordinate marketing and communications, and help steer change in the right direction.
You report to the Group HR Director, are part of the HR Community, and give guidance to local communications staff at our terminals. You will:

HR and change

- Act as first line HR business partner for managers on recruitment and selection, performance, talent, absence, onboarding and offboarding.
- Work with HR Operations to improve their service delivery, HR processes and systems, including the use of AI and automation.
- Turn HR management information into business insights that support data driven decisions.
- Lead HR initiatives from the annual plan and HR Roadmap, and help managers make change last.
- Help our managers and employees live our company values.

Communications (approximately 40%)

- Develop and maintain the Group communication strategy (including employer branding).
- Create content for internal and external audiences and work with external marketing and design studios, videographers and website developers.
- Support the New Energies team in communicating their ambitions to the market and at relevant conferences.
- Set direction and priorities for local communications staff, without line authority.

"At HES you get the trust and the space to do things your way. In this role you work with senior management to make our terminals stronger, through HR and communications. If that is how you like to work, you can make a real difference here, and quickly." Marc Blanken, Group HR Director

WHAT DO WE HAVE TO OFFER?

You work at an international company in transformation, with a sustainable growth strategy endorsed by our shareholders. Not only is our market evolving, internally we also work together more and more as ONE HES. Within HR and communications there are

still many opportunities to improve and professionalize. The Group HR & Communications Manager role sits right in the middle of that. You get the chance to make an impact and invest in your career. We offer you:

- An attractive employment package with a bonus scheme of up to 25% of your annual base salary.
- A visible position with short lines to the ExCom and senior management at our European terminals.
- The chance to contribute to sustainability through our diversification and New Energies ambitions.
- Plenty of challenge and the freedom to shape how our colleagues experience change, culture and communication.

WHO ARE WE LOOKING FOR?

We are looking for an engaged and proactive connector who combines HR expertise with a clear communications mindset. We believe you can be successful with us if you bring a selection of the experience and qualities below:

- A Bachelor's or Master's degree (business administration, HR or a related field).
- Minimum 10 years of experience, preferably in terminal logistics, industry or a comparable international environment, of which 5 years in HR.
- Proven experience leading change across multiple countries.
- A proactive attitude and a high level of ownership; you dare to make choices and learn from mistakes.
- A feel for communication; you make complex messages simple and convey them well to diverse target groups.
- Proficiency in English and Dutch, written and oral.

At HES we strongly believe that diversity is paramount to driving creativity, innovation and value for people. All applications will receive consideration for employment without regard to ethnicity, religion, gender, gender identity or expression, sexual orientation, nationality, disability, age or social background. Not sure you meet every point, but feel this role is a good match? Then we warmly invite you to apply anyway.

DO WE HAVE YOUR ATTENTION?

Interested? Please apply! Would you like to know more? Please contact Marc Blanken, Group HR Director (via M.Blanken@hesinternational.eu). He is happy to clarify any questions you might have.

Acquisition in response to this advertisement is not appreciated.