

For more than 25 years N+P is contributing to a cleaner environment by its core activity the development, coordination and realization of global concepts for recycling industrial residues.

N+P's goal is to grow from a family business into a leading global trader, producer, supplier and technology provider of sustainable engineered clean burning fuels, achieving significant International growth In the near future.

If you are interested to learn more, check these webpages:

[Corporate website](#)

[Subcoal website](#)

[Step into the world of N+P](#)

[Corporate movie](#)

To facilitate the ambitions of the N+P Group we are looking for an experienced and all-round **HR Manager**. The suitable candidate will be responsible for all HR related matters in the Netherlands and will play an important role in supporting the company's growth and further transformation.



## HR Manager

You have a strong 'hands-on' and 'can do' mentality. You dare to challenge the status quo and are result oriented, while remaining highly sensitive for the different human dynamics. The main responsibilities for the HR manager are:

### The job

- Oversee the day-to-day operations of the human resources team In the Netherlands and manage the local HR agenda and budget
- Support the implementation of the organisational transformation plan, in particular in areas related to human capital and organisational design;
- Support the creation and implement change management strategies that maximise employee adoption and contribution
- Support and coordinate comprehensive recruiting, development and retention efforts to meet the evolving human capital needs of the N+P organisation.
- Attract top performing team members at all levels of the organisation, actively develop N+P's image (employer branding) as an employer of choice
- Coordinate recruitment efforts
- Ensure N&P's strong cultural roots are preserved, adapted and adopted while the company expands into different country cultures
- Coordinate regular reviews of the organisation, anticipate organisational evolutions needed to meet medium-term strategic needs and implement organisation changes
- Identify internal key talents and ensure the follow-up of talent management initiatives
- Coach employees and managers, and support them with Individual- and team development
- Support and ensure performance management reviews
- Drive the development of best local practices, policies and procedures to meet business need, improve service and cost performance in alignment within HR function and business
- Responsible for application of labour law and legal guidelines in all relevant HR matters in alignment with HR & respective functions
- Ensure relations with the works councils & application of the legislation and the labour agreements

### The person:

As an individual you are passionate about people and organisation. In every challenge you see the opportunity to find new ways to achieve the required results and solution. You operate from a strong sense of responsibility combined

with pragmatism to get things done. Of course your communications skills are well developed and foster your open and collaborative personality. You have a high emotional intelligence to effectively manage interpersonal relationships and to cultivate a people-driven culture. You have the ability to act as a trusted business partner, be a solid and positive team player and have a positive impact at all levels of the organization.

You have proven to be able to think outside the box, beyond your own functional borders and have a good understanding of the entrepreneurial mindset.

Next to the above, you have a high level of organizational awareness that allow you to read what is going on in the organisation and that initiate proactively implementing measures to maintain organisational effectiveness.

#### **The requirements:**

- A Bachelor / Master's Degree in HR, Business Administration, Economics or Law with extensive progressive HR Generalist experience
- At least 8-10 years of HR experience, with proven experience in diverse HR roles, preferably in a fast paced, high-growth company with a technology/production component.
- Leadership role model and advocate of the competencies N+P puts at the forefront: strong sense of responsibility, result-driven, strong communicator, cooperative
- Excellent communication, presentation, negotiation and motivational skills; capabilities to develop constructive relationships with a wide variety of people and cultures.
- Proven experience with extensive organisational transformation programs.
- Proven experience in legal matters.
- Excellent communication skills, both written and oral, in English and Dutch.

#### **Remuneration**

N+P is a welcoming company with highly-motivated and engaged employees. The successful applicant will be employed as a full time, permanent employee. The remuneration package will be competitive and will contain a performance related bonus structure. N+P encourages and supports personal growth, the company offers sponsorship for further professional and personal development.

#### **Contact**

If you are looking for a new perspective and if you are interested in this job at a company where everyone is committed to a greener future, please apply by sending a cover letter and your resume to [Jeroen.Matthijssen@np-recycling.com](mailto:Jeroen.Matthijssen@np-recycling.com).