

Global HR Business Partner

At DHI, we believe water is the key to a sustainable future. Every day, our experts help solve the world's toughest water challenges – from climate resilience to marine protection – by combining science, data, and innovation. Joining us means being part of a global organisation where your work has a real impact.

We are now looking for a Global HR Business Partner to join DHI. This is an exciting opportunity for an HR professional with around five years of experience who is ready to take on broader responsibility and make a tangible impact. You already have a strong foundation in HR and proven ability to partner with leaders, and you are motivated to further develop your capabilities in a multi-faceted, international organisation. At DHI, you will be trusted with real responsibility while continuing to grow in scope and influence as our organisation evolves.

The role

You will work closely with leaders and teams across DHI, supporting them in building strong, engaged, and high-performing organisations. Your responsibilities will include:

- Partnering with leaders on people and organisational topics such as workforce planning, talent development, and performance.
- Coaching and supporting leaders at different stages of their leadership journey.
- Supporting specialist-heavy and technical teams in navigating growth, complexity, and project-based work.
- Helping strengthen HR processes and tools as we mature and build global consistency.
- Being a trusted sparring partner in both day-to-day people matters and longer-term development topics.

This is a role where you will be expected to balance execution with learning and growth. DHI will invest in your development, while you bring curiosity, drive, and the ability to create impact from day one.

What we're looking for

You have around 5-7 years of progressive HR experience and have taken on your first role as HR Business Partner or equivalent. Beyond your experience, we care deeply about your mindset and ability to grow. You bring:

- A strong foundation in HR disciplines such as performance management, talent development, and employee relations.
- Experience supporting leaders or teams in technical, consulting, or specialist-heavy environments.
- The ability to communicate clearly and constructively, even in complex situations.
- Curiosity, resilience, and a collaborative approach – you build trust and credibility through empathy and professionalism.
- Motivation to develop further in areas such as organisational design, succession planning, and strategic workforce management.

Who you are

- You thrive in environments that are evolving, and you help create structure rather than wait for it.
- You are motivated by learning fast, stretching yourself, and growing into a trusted partner role.
- You remain composed and constructive under pressure, with the emotional intelligence to navigate different personalities and perspectives.
- You are collaborative and low-ego – building relationships across cultures, disciplines, and time zones energises you.
- You believe in the impact of HR as a driver of organisational success and are ready to be part of building it at DHI.

What success looks like

- Leaders experience you as a proactive and trusted partner.
- HR practices continue to mature, supported by your contributions and curiosity.
- Talent is developed and retained, and leaders are equipped to lead their teams.

- You grow your own expertise and impact, taking on increasingly strategic responsibilities over time.

What we offer

At DHI, you'll join passionate colleagues committed to making societies, businesses, and ecosystems more resilient to water challenges. In this role, you will not only support others' growth – you will also grow yourself.

We offer

- A collaborative, international environment where colleagues care deeply about their work.
- Investment in your learning and career development.
- From our headquarters in Hørsholm, you will be part of a global network of experts working for a sustainable future.

How to apply

If you are motivated to use your HR expertise to make a real impact – while developing yourself further as a partner to leaders – we'd love to hear from you.

Apply via the link below and upload your CV with a short motivation (no cover letter needed).

Deadline: 22 September 2025

For more information, contact Ann-Louise Elkjær, SVP People & Communications, at

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