

Join DHI as a Global HR Business Partner! (DK)

Are you a dynamic and commercially minded HR professional with a passion for driving transformation in a global setting? DHI, a leading advisory and engineering business in the water industry, is seeking an enthusiastic Global HR Business Partner to join our team and be a key player in shaping the future of our company. The position is based at our Headquarter in Denmark.

What's in it for you?

- **Global Impact:** As a Global HR Business Partner, you will be at the forefront of our organisation's transformation journey, influencing and reinventing the HR landscape on a global scale.
- **Strategic Leadership:** You will take the HR responsibility for two Global Business Units, partnering closely with members of the DHI Executive Leadership Team, driving commercial focus, and contributing to the businesses' success.
- **Collaborative Environment:** You will join a vibrant Global HR Community, working alongside like-minded professionals and receiving strong support from Regional HR Partners and our HR Operations team.
- **Professional Growth:** Be part of a transitional phase, engaging in both hands-on and strategic HR tasks, providing a unique opportunity to contribute to the establishment of new structures and ways of working at DHI.
- **Innovation Hub:** Work in a forward-thinking organisation known for its innovation in water flow analysis and development tools, collaborating with highly skilled engineers and scientists.

Your Role

You are about to embrace a dynamic global role, spearheading end-to-end HR processes at both tactical and strategic levels. As we navigate a transformative phase at DHI, your commitment to implementing new structures and ways of working is crucial. In the short term, you will also dive into hands-on people-related matters to gain valuable insights into the organization.

On a strategic front, you will collaborate closely with two key members of our global leadership team, actively steering and advising on critical people agenda topics such as development initiatives, organizational changes, performance management, and engagement initiatives. Your operational support for business units will be supported by the expertise of our Regional HR partners and the HR Operations team.

You should expect to be involved in exciting tasks like:

- Coach, support, mentor, and challenge leaders, ensuring a continuous focus on elevating their personal leadership.
- Globally drive and facilitate core HR processes with local support, covering performance management, leadership development, talent acquisition, and more.
- Uphold and enhance DHI's reputation as an attractive and innovative workplace for highly qualified individuals.
- Execute on people priorities and actively contribute to refining current HR operations, systems, processes, and technology. Energize the journey towards a thriving and forward-looking organizational culture at DHI!

What You Bring

- **Global Acumen:** Strong business acumen and experience in knowledge-based organisations, particularly in Engineering, Advisory, or Technical Industries.
- **Interpersonal Skills:** Ability to build trust and relationships across diverse cultures and organisational levels, coupled with passion, drive, integrity, and empathy.
- **Global Experience:** Understanding of the dynamics of a global organisation with a local presence, demonstrated through practical experience.

- A master's degree in HRM, Communications, or equivalent, with practical experience in HR. Maybe you have a background in consultancy or engineering organisations.
- Fluency in English (written and spoken) is a mandatory part for this role.
- Experience in working with SHL / OPQ 32, Insights Discovery, JTI, LEA or other test/team tools is an advantage.

DHI Offers

- **Innovative Environment:** Be part of an organisation dedicated to staying at the forefront of water flow analysis and development tools.
- **Diverse Collaboration:** Work with a diverse group of people across various countries who share a passion for making a positive impact on the planet.
- **Flexible Work Arrangements:** Enjoy the flexibility of working from our modern headquarters in Hørsholm or from home, depending on the tasks at hand.
- **Global Exposure:** Expect 20-30 days of travel yearly, providing opportunities to collaborate and engage with teams across the globe.

Ready to shape the future of HR at DHI?

- To apply, please follow the button below and upload your CV including a short motivation for joining DHI – we do not need a cover letter.
- For more information, you are welcome to contact Ann-Louise Elkjær, SVP People, Communications and Marketing (alel@dhigroup.com)
- Deadline for application is **7 February 2025**.

#DHIGlobalHRBP #TransformingHR #InnovateWithDHI