

Kraft *Heinz*

Talent Management Lead

The Kraft Heinz Company is famous for its data-driven and fact-based way of working. Following the recent creation of a new streamlined international structure, the company is hiring a new Talent Management Lead to drive succession planning and talent development initiatives across the International Zone.

For whom?

- Relevant academic degree
- Minimum 7 years' experience
- HR Business Partner, Talent Management and/or Human Capital Consulting
- At a large scale matrix organisation
- Ideally within FMCG
- Analytical and able to simplify
- Strong influencer and stakeholder management skills



The Kraft Heinz Company

With 26 billion in revenue, Kraft Heinz is the fifth-largest food and beverage company in the world. The company owns globally iconic brands such as Kraft, Heinz, Philadelphia and CapriSun as well as local household names such as Venz, de Ruijter, Karvan Cévitam, Roosvicee and Honig in The Netherlands.

Kraft Heinz is aspiring to be the best food company in the world. They strive to have the highest EBITDA margins, grow their top line, own the most beloved brands and sell the highest quality products. To become the best, they hire the most talented people. Their philosophy: human capital is the only way to gain a competitive edge. That's why Kraft Heinz is only looking to hire the best and is willing to go the extra mile to help them unlock their full potential.

Meritocracy

Kraft Heinz gives its employees the freedom to chart their own course. They encourage people to get out of their comfort zone, never accept the status quo, take calculated risks and be creative. At Kraft Heinz, no one is hung up on titles or hierarchy. It's about what one can do, not what they have done. Outperformers can move quickly through the ranks, regardless of age or experience.

“Kraft Heinz has developed a coherent culture that values performance, not glamour; accomplishments, not age or status; contribution, not title; the talent, not the credentials; simplicity, not outfits; they have created a recipe for success and sustained results.”

– Jim Collins about Kraft Heinz in his famous book ‘Good to Great’

International Zone

In the first quarter of 2020, Kraft Heinz streamlined its internal reporting and reportable segments, combining its EMEA, APAC and LATAM zones to form the International Zone. The company now manages and reports its operating results through three reportable segments defined by geographic region: United States, International, and Canada. The leader of the new entity is Rafael Oliveira, who quickly rose through the ranks since joining the company in 2014. The largest office in the International Zone is the Global Center of Excellence located in Amsterdam.

“The Global Center of Excellence in Amsterdam must become a breeding ground for the entire world. Here the Kraft Heinz of the future will be conceived.”

– Rafael Oliveira, President International in an interview with De Financiële Telegraaf



Talent Management Lead

This is a new role within the People & Performance Centre of Excellence, designed to drive succession planning and talent development initiatives across the International Zone. This is a high-exposure position, reporting into the Head of Talent Development and acting as a business partner for Managing Directors of business units.

It is both a strategic and an impact-driven role, driving enterprise-wide initiatives impacting over 6000 employees across the world. The Talent Management Lead is responsible for everything from conception and design through implementation and measurement to continuous improvement. Deliverables include:

- An international career growth and development strategy;
- A data-driven people review process for the entire International Zone;
- Implementation of a centralized Talent Management System;
- Updating existing talent practices;
- International succession planning;
- Driving internal people moves.



Interested?

Kraft Heinz works with Top of Minds to fill this vacancy.
Contact Annelijn Nijhuis for more information.

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