



VACANCY

HR Business Partner Europe

Requirements

- 3+ years experience as HR Business Partner, HR Generalist, or HR Consultant
- Experience setting up HR processes in Europe
- Understanding of competitive benefits landscape in the UK and EU countries
- Demonstrated experience building relationships and working directly with senior stakeholders
- Analytical and independent thinker
- Based in Amsterdam

Amsterdam Minimum of 3 years' experience



Verra Mobility is an international leader in smart transportation and road safety and ready to heavily expand into Europe. The HR Business Partner Europe is the one in charge of European markets and works with leadership to shape and build the organization across countries. This is a great opportunity for an HR professional with a strong business sense to make an impact on Verra Mobility's next chapter.





ABOUT

Verra Mobility

Verra Mobility (NASDAQ: VRRM) focuses on making life safer, easier, and more connected for their customers and the communities they serve. As a global leader in smart transportation, they connect people, technology, and data across the smart mobility ecosystem. Their customized technology solutions solve complex transportation challenges. Verra Mobility provides their Commercial Services customers (including rental car companies, fleet management companies, and large fleet operators) with technology to help them manage tolls, violations, and vehicle registrations, as well as outsource the collection of drivers' parking fines. Their Government Solutions customers consist of municipalities, school districts, and other entities. They install, maintain, and manage the technology that positively impacts driver behavior and enhances road safety such as red light, speed, and bus lane cameras.

A poignant example is CrossingGuard, a school bus-stop arm solution that incorporates all services required to successfully reduce illegal school bus passing, from the installation and maintenance of security cameras to event processing, payment, and court support. It is violator-funded so there are no upfront costs. Also, it has been proven to be highly effective in protecting children as they travel to and from school. As cities become smarter and mobility becomes more complex, connected, and automated, Verra Mobility makes life safer and easier on the road.

Verra Mobility

Verra Mobility has an international presence in 15 countries and in 22 languages, and extensive partnerships with leading toll authorities, rental car fleet companies like Hertz, Enterprise, Sixt, and municipalities, making them a recognized leader in the smart mobility space. Originating from Arizona, USA, the company already has a footprint in Spain, Hungary, and The Netherlands with groundwork completed, such as the set-up of tolling services for B2B and direct-to-consumers in Madrid in 2019. Now, the international team in Amsterdam, The Netherlands, will proactively launch European markets with Ireland, Italy, and Portugal as priorities. The company currently has around 50 people working for them in Europe of which approximately 20 work in The Netherlands.

HR Business Partner Europe

The HR Business Partner Europe is the first Business Partner responsible for European countries. All contributing to Verra Mobility's heavy expansion into Europe, the business leaders develop market growth strategies while the HR Business Partner will brainstorm and co-define what type of organization to build accordingly. This requires a certain level of adaption and understanding of different country specifics. The HR Business Partner Europe is therefore resourceful in finding solutions and could leverage an international network.

The HR Business Partner Europe is also part of a wider team of HR Business Partners that drives company-wide HR initiatives and programs in the business units. This generally means supporting Senior Business Leaders in the Commercial Services business unit by designing and implementing HR strategies that foster the organization and people. This requires strong analytical skills and the ability to translate goals into HR capabilities. As well as guiding initiatives that support talent, performance, and change management, new leadership coaching, organizational design, and employee relations.



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Key responsibilities of an HR Business Partner include:

1. **Maintaining and developing policies and best practices** on local employment regulations, company processes, employee support, and performing HR functions such as dispute resolution, performance issues, termination requests, employee conduct investigations
2. **Support managers and leadership** with recruitment, talent management, and team performance improvement
3. **Deploying HR projects in line with business strategy** while rigorously measuring and analyzing metrics, and adapting and delivering relevant communication to the target audiences
4. **Works with the business unit to manage HR functions** like onboarding, employee experience, wellness, and educational and development programs, and with the Benefits team to determine competitive benefit offerings per country

Being the first in Europe, this HR Business Partner has a great impact on shaping the business. But also in setting up HR processes, building a playbook, and executing accordingly. As the business grows, so will the scale of responsibilities of this role. Therefore, a combination of HR experience and strong business sense is necessary. This is a great landing spot for an eager HR professional to build and grow the European business of a global mobility services company.

Interested?

Verra Mobility works with Top of Minds to fill this vacancy. To express your interest, contact Dox Wijers at dox.wijers@topofminds.com.



“The HR Business Partner Europe role offers great growth potential and ability to influence the organization as the business expands across Europe”

– Ryan Martin, Director HRBP