



VACANCY

People & Culture Lead

Requirements

- Master's degree, preferably in business
- Experience with HR consulting, talent development or learning & development
- At least 5 years' experience in an international large-corporate setting
- Experience in manufacturing and/or industrial companies
- Strong project management and problem-solving skills
- Fluent in English; Finnish is a plus

Amsterdam Minimum of 5 years experience



Formica invented high-pressure laminates and for a century, has been a leading brand in surface materials. Now, Formica Group Europe is in a high growth phase. The People & Culture Lead will align strategy and organization/ people, focus on talent management, succession planning and learning and development at the multi-country level. It's an exciting opportunity for an autonomous HR professional to support Formica's successful operations and growth strategy.





ABOUT THE COMPANY

Formica

Formica is a leading brand in creating surface materials used in furniture, kitchens, and interiors, including schools, hospitals, and retail- or hospitality outfits. As the inventor of high-pressure laminates, the brand has global recognition from its key market in the US and its rapid expansion into Asia. They have 600 employees in Europe. However, a previous hands-off management style led to negative results, which has since been resolved. And today, after internal restructuring the company is ready for further growth across the region.

In 2019, Formica Group was acquired by Broadview Holding, a Netherlands-based organization. It has a significant presence in material technology and energy and is owned by HAL investments. This partnership has leveraged Formica Europe's efforts to boost its market position.

Formica's new focus is to bring its business model closer to the customer, while rebalancing operating expenses with revenues and restoring margins. Formica has intensified cooperation with partner companies such as Arpa, Trespa, Westag, and Homapal, to secure operational and commercial synergies.

Recently, Formica Europe introduced a "local for local" business approach supported by decentralizing its back-office activities into five commercial regions: Scandinavia, Finland & Baltics, UK & Ireland, Benelux, and Central Europe.



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The People & Culture Lead will align strategy with its organization/people. At Formica Europe's coordination office in The Netherlands, the Managing Director works with the Head of Finance and two Business Analysts to support main challenges across the markets and drive improvement initiatives. The team coordinates all activities of the two factories and five commercial regions.

The People & Culture Lead will join this highly ambitious team. The position reports to the Managing Director and is closely connected to local HR business partners, commercial country leaders and plant managers within the regions.

The People & Culture Lead's key priority is to develop a pragmatic capabilities plan per region to align with Formica Europe's strategy. The main focus is on talent management, succession planning and learning and development programs. This includes further developing the performance management cycles, embedding core values, supporting the new HR system roll-out, advancing career development opportunities and salary benchmarking, and ensuring effective recruitment and selection processes for key positions.





The role is hands-on and works closely with local organizations in the countries, which means cultural sensitivity is highly valued. In addition, an affinity with factory worker culture is key as plant personnel represent around half of Formica Europe's headcount.

In addition, the People & Culture Lead will be the eyes and ears in the countries for the Managing Director, and their sparring partner on organizational and capabilities issues and scenarios. The role requires a strong sense of autonomy and a proactive attitude.

This is an exciting opportunity for an experienced, autonomous HR professional with cultural sensitivity to join an historic company, enable its successful operations and growth across multi-country teams and be at a heart of the organization. This international position includes monthly travel to the different country locations of Formica Europe. ■

Interested? Formica is working with Top of Minds to fill this vacancy. To express your interest, please contact Vivian Linker at vivian.linker@topofminds.com.

