



STX

VACANCY

HR Business Partner

Requirements

- Over 5 years of work experience
- Background in HR
- Knowledge of the Dutch labor market and social laws
- Experience with conflict resolution and complex employee cases
- Fluent in Dutch and English
- Experience in a global and fast-growing environment

 Amsterdam  Minimum of 6 years experience



STX is a market maker in environmental commodities (e.g., carbon credits, biofuels, and renewables), trading in products that contribute to reducing CO2 emissions. The HR Business Partner will support all people-related challenges and globally implement performance management and succession planning practices that foster further growth.



ABOUT THE COMPANY

STX Group

Urged on by regulations, shareholders, and corporate responsibility standards, companies are constantly working on reducing their carbon footprints. Market maker STX supports these businesses by trading various renewable energy products such as renewables, biofuels, and carbon credits. This way, the company invigorates the environmental commodities market's liquidity, transparency, and availability. STX believes this makes a small – but necessary – contribution to decarbonizing the global economy.

As a specialist trader in environmental commodities, STX does not build wind farms, operate solar parks, or execute large energy reduction projects. But every day, they strengthen the reliability and professionalism of these markets and increase confidence in sustainable investments. STX's business model has helped build trust in renewables markets and stimulate the transition away from pollution and the depletion of natural resources.

STX is a global company with its headquarters in Amsterdam and offices in New York, Singapore, Lyon, Hamburg, and Gothenburg. The scale-up currently employs about four hundred bright minds and expects to more than double that number in the next few years. As part of its transition towards a mature international corporation, STX is establishing a strong company culture and professionalizing all people processes.





VACANCY

HR Business Partner

The HR Business Partner will support the business on all HR-related topics and lead the global implementation of new and improved performance management and succession planning practices. They will be part of the HR team that designs and executes STX's people strategy to ensure that the company has the necessary structures and processes to grow and keep performing at its exceptionally high level. The HR Business Partner will report to the HR Lead and work closely with senior (business) counterparts.

Performance management and succession planning will be the primary focus of the HR Business Partner. They will install a high-performance way of working and a strong feedback culture, including learning curricula around, e.g., goal setting, coaching, and performance expectations. Regarding succession planning, the HR Business Partner will implement a system that ensures continuity and facilitates sustainable growth. Globally executing these projects will involve partnering with cross-functional teams, such as Talent Acquisition, Learning & Development, and Compensation & Benefits, and collaborating with business leaders and managers across all of STX's offices

The other main responsibility of the HR Business Partner is coaching and counseling team leaders in every aspect of the employee lifecycle. They will help managers, e.g., build a strong team, safeguard team stability in case of illness or attrition, and solve difficult employee cases such as termination and potential



non-compete breaches. To effectively support management, the HR Business Partner will adopt a mature and well-rounded communication style and display a combination of business insight, HR know-how, and creative problem-solving. Additionally, the HR Business Partner will coach and mentor junior HR Advisors.

The HR Business Partner will become part of a fast-growing, international, and diverse organization. In their work, they will get plenty of freedom and lots of accountability while getting the opportunity to spearhead the implementation of two strategic HR capabilities crucial for STX's long-term success. ■



Interested? STX Group is working with Top of Minds to fill this vacancy. To express your interest, please contact Vivian den Dekker at vivian.dekker@topofminds.com.



“As HR professionals, we ensure STX attracts and retains talent through employee engagement, training, development, and culture. As a collaborative, proactive, and action-oriented HR team, we drive business performance and enable growth.”

Maaike Altenburg, HR Lead