




VACANCY

HR Director

Requirements

- 8+ years' experience
- In strategic and operational HR Management
- Within software development/SaaS or Tech environments
- Strong communication, interpersonal, and leadership skills

 Enschede  Minimum of 8 years experience



Sqills is an innovative, leading transportation software company. Their mission is to simplify and make worldwide passenger transportation more efficient and accessible by offering market-leading dynamic pricing, inventory management, and its innovative reservation system. The new HR Director will play a strategic role in attracting and developing the talent needed for their next growth phase.



ABOUT THE COMPANY

Sqills

Sqills focuses on supporting passenger transportation operators worldwide with its proprietary, mission-critical S3 Passenger software solution, which facilitates multi-channel sales and passenger ticket distribution. As part of Siemens Mobility, Sqills has also developed a strong network of professionals and partners, as well as a growing list of global clients.

Founded in 2002 as a software company, in 2005 Sqills entered the railway and passenger transportation market by partnering with NS, the Dutch national railway operator. Then they transitioned from a project-driven to a product-driven organisation between 2008 and 2020, to focus solely on passenger transportation operations.

Today, Sqills has become the market leader in Europe, with a dominant presence in countries from Ireland, France, Spain, and the UK to Sweden. Their goal is to strengthen their European leadership position while they establish a global footprint.

The international passenger transport market is relatively traditional, and is characterised by many legacy, IT systems developed in-house by rail operators, which results in lengthy sales cycles. Meanwhile, the market is opening up to more global competition and ongoing changes. This is why Sqills is uniquely positioned as a trusted and disruptive SaaS partner.



To continuously increase the quality of their service and of their proprietary S3 Passenger software solution, Sqills is always looking for new talent. And in the past few years, they've focused on developing, engaging, and coaching their existing talent. To strategically improve and professionalise how Sqills attracts, develops, and retains talent, they are currently looking for an experienced HR Director.





VACANCY

HR Director

The new HR Director will play a pivotal role in shaping the company's culture and talent strategy. They will guide and work with HR Business Partners to attract, develop and retain top-tier tech talent to align with Skills' ongoing growth strategy and revolutionise the public transportation industry.

The first twelve months, the HR Director will be involved in developing the Compensation Policy, with the goal to rank in the top twenty percent of employers in their market.

They will also focus on talent development and create a formal education strategy and policy, as well as performance management, employee engagement, implementation and professionalisation digital HR-systems, as well as compliance with labor laws and industry-specific regulations.


The HR Director will maintain a clear strategic overview of all of the above-mentioned topics, while working closely with a team of two HR Business Partners—and lead, expand, and guide the team, as well as support them with hands-on operations. They will have a background in strategic HR-leadership experience, as well as very strong communication and relationship-building skills.



The Director will report directly to the CEO. And they will join a team of about 200 knowledgeable, talented, and dedicated professionals, most of whom work on the software development side.

This is an exciting challenge for an HR Director with a proven track record in strategic HR leadership, and someone who has a pragmatic mentality. This is an exciting opportunity to further strengthen a successful company and help guide them towards global leadership in the world of passenger transportation. ■

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



“We’ve noticed a high degree of loyalty at Sqills, with many employees staying for over ten years. This reflects their enjoyment of working here, which can be attributed to both the challenging work and our appealing company culture, which fosters friendships among team members, often extending beyond work.”

Bart van Munster, CEO and Founder of Sqills