



Vacancy

Global HR Director





A world leader in navigation and communication solutions, Radio Holland connects its customers to a global service network of over sixty service locations along the major shipping routes. The Global HR Director, together with the Global Leadership Team, drives the people strategy required to optimally manage and connect the company's employees across all those locations.

Requirements

- Over 12 years of experience
- In an international tech, industrial, or service environment
- Generalist HR leader who manages stakeholders at all levels
- Strategic thinker who likes to get operational
- English fluency required



Rotterdam



Minimum of 12 years' experience



About the company

Radio Holland

Radio Holland contributes towards safety of life at sea by delivering critical marine electronic solutions and providing global on-board and remote services. The company has earned a reputation as the leading global NavCom, Connectivity, Integration, and Service and Maintenance provider. Customers range from companies in deep sea shipping, the navy and coastguard to ports and offshore operations.

Available 24/7, Radio Holland connects its customers to a global service network of over sixty locations along the major shipping routes. Skilled technicians deliver on-the-spot services with the highest first-time-fix rate in the industry. The company offers fleet service agreements as well as remote monitoring maintenance support worldwide to help its customers run a more profitable business with less downtime and lower operational expenditure.

Radio Holland Group was acquired by Pon, one of the largest family-run businesses in the Netherlands, in 2020. In recent years, Radio Holland has gone through a complete turnaround to consolidate regional operations, enhance global processes, and offer a more seamless and consistent customer journey along with its high-quality solutions and engineering services. The Global HR Director will play a pivotal role in continuing the successes of the transformation and further embedding them in the organization. ▶



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The Global HR Director designs and implements an effective HR strategy for Radio Holland to advance its five-year business strategy. They drive the roadmap for priority projects, professionalize the global HR processes and systems, and build high-performing teams, first at management level and later in the rest of the organization. Leading three HR business partners who manage the local HR teams, the Global HR Director solidifies the current HR foundations and builds the organization of the future to retain and attract the right talent for Radio Holland. As a strong leader, they get their clear vision across in the organization.

This role is part of the Global Leadership Team with the Global Project Director, Global Service Director, Global Supply Chain Manager, Chief Legal Officer and Finance & IT. The Global HR Director reports to the CEO of Radio Holland Group, Sven Zaadnoordijk, and functionally to Gerlinde Broeze, HR Director at Pon.

The Global HR Director manages all HR functions from performance and productivity management to reward policies, learning and development, and HR operations and data. As sparring partner to the CEO, they have the flexibility and responsibility to identify key projects to drive on top of existing priorities. One such priority is to reinforce and embed globally consistent reward policies within the performance management system. Secondly, the Global HR Director needs to strike a balance between global productivity policies for service engineers and local differences in labor law across locations. They will also focus on improving the engagement of employees across teams and locations. ▶



This role is an exciting opportunity for a seasoned HR leader who can shift gears quickly between strategic thinking and hands-on operations. They excel at building relationships across the flat organization without their agenda getting in the way. A self-starter, they are excited about the opportunity to identify and tackle opportunities for growth in the company and continue the momentum from Radio Holland's transformation. ■



Interested?

Radio Holland is working with Top of Minds to fill this vacancy. To express your interest, please contact Vivian Linker at vivianlinker@topofminds.com.

“Radio Holland is celebrating a successful transformation. This is an exciting time for the Global HR Director to build an effective and engaging HR function that accelerates the momentum we have gained.”

**– Sven Zaadnoordijk,
CEO Radio Holland Group**