



ASML

VACANCY

Head of People Analytics

Requirements

- Over 10 years of work experience
- Master's or Ph.D. degree
- Background in (People) Data & Analytics
- Team leadership
- Change management
- Experience in a large, international matrix organization

 **Veldhoven**  **Minimum of 10 years experience**



The Head of People Analytics accelerates ASML's transition towards data-driven HR. The purpose is to lead and grow a team, build analytics capabilities, and drive business value with actionable insights, contributing to the further expansion of one of the world's most advanced tech companies.





ABOUT THE COMPANY

ASML

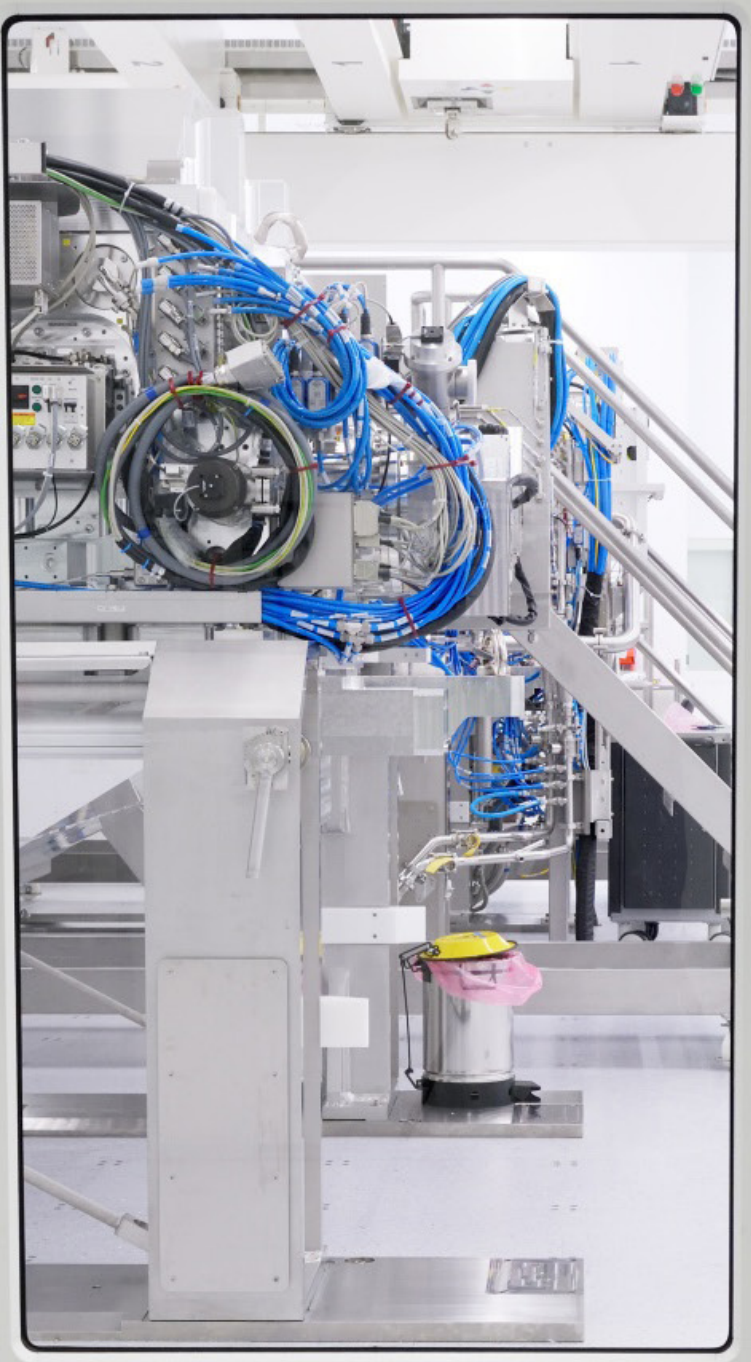
As we enter the time of immersive computing, everybody and everything will be connected, and the lines between the physical and digital worlds will further blur. Advancements in, e.g., connectivity, AI, autonomous driving, and artificial neural networks will change the world forever. ASML's technological innovations are a driving force behind these developments.

ASML is a leading provider of advanced technological systems for the semiconductor industry. The company's extreme ultraviolet lithography technology – which uses light to print tiny patterns on silicon – is fundamental to the mass production of microchips. ASML's portfolio includes the hardware, software, and services that enable manufacturers to produce faster, cheaper, and more energy-efficient chips.

[“ASML's machines are the most complicated systems humans have ever built.”](#)

[The New York Times in a 2021 article](#)

The lithography leader is headquartered in Veldhoven and employs over forty thousand people worldwide, spread across sixty-plus offices in sixteen countries. In 2022, ASML's net sales added up to over twenty-one billion euros. The company expects to continue its growth with an opportunity for an annual turnover of between thirty and forty billion euros by 2025. Part of ASML's strategy is a people agenda that revolves around leveraging data. Its HR department has the ambition to become more data-driven to foster high-quality decision-making on people topics throughout the organization. In response, the company recently established People Analytics as a new area of expertise.





VACANCY

Head of People Analytics

The Head of People Analytics will shape ASML's journey toward data-driven HR. They will update the people analytics roadmap, accelerate the transformation, and drive value creation by delivering actionable insights. The Head of People Analytics will report to the Head of HR Expertise & Services and become part of the extended HR management team, where they will serve as a role model and trusted advisor for their peers.

The demand for people analytics throughout the organization is huge. It will be up to the Head of People Analytics to develop a view on how and where analytics adds the most value, connecting ASML's overall corporate objectives to the HR strategy and all day-to-day requests coming from the business. Examples of topics the Head of People Analytics will take responsibility for are: dashboarding and reporting, employee surveys, skill building of the HR community, big data integrations, developing the people analytics operation model, and connecting insights to processes like talent management.

The Head of People Analytics will lead and grow a team currently consisting of about ten direct reports, including Data Scientists, Reporting Specialists, and People Analytics Translators. They will act as a leader, coach, and advisor for all their direct reports and the HR analytics community and work closely with the extended HR organization to champion a data-driven approach. They will also collaborate with other data and analytics teams, such as IT Big Data & Analytics.



The position is an excellent fit for a Data & Analytics professional who is as comfortable with the technical (e.g., integrations and big data platforms) as with the functional (e.g., operating models and privacy) perspective. If they are up for the challenge of combining conceptual thinking and strategy development with day-to-day management and prioritization, the Head of People Analytics will get the opportunity to build a new capability within one of the world-leading tech companies. ■



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



“Our Head of People Analytics should be someone who goes beyond just providing the numbers. They should connect the data with our business strategy and day-to-day operations and push for impactful recommendations.”

Christian Wilfling, Head of HR Expertise & Services