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VACANCY

# HR Business Partner

## Requirements

- Over 8 years of experience in HR
- In matrix organizations
- International environment
- Dutch benefits & compensation practices and regulations
- Tech-savvy
- Fluent in English (speaking and writing)

📍 Amersfoort 📁 Minimum of 8 years experience



**Sanoma Learning is a leading European learning company, planning further expansion and striving to grow its positive impact on education. The new HR Business Partner contributes to the company's mission.**





## ABOUT THE COMPANY

# Sanoma

**Sanoma is an innovative and agile learning and media company, impacting the lives of millions every day.**

Today, Sanoma operates in eleven European countries and employs close to 5,000 professionals. In 2020, the net sales amounted to approximately 1.1 billion euros. The operational EBIT margin excluding PPA was 14.7 percent. Sanoma shares are listed on Nasdaq Helsinki.

The company's learning products and services enable teachers to develop the talents of every child so that they will reach their full potential. They offer printed and digital learning content as well as digital learning and teaching platforms for primary, secondary, and vocational education. Their ambition is to grow their business across Europe.





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## HR Business Partner

**To facilitate their growth agenda, Sanoma Learning is strengthening the HR organization. The company focuses on international harmonization, for example through the implementation of Workday's enterprise management software across all countries. The new HR Business Partner will be part of the team that takes HR to the next level. They will work closely together with the CHRO and the Senior HR Business Partner and will focus mainly on Dutch operations spreading all functions and labels.**

With Sanoma Learning's strong emphasis on growth, new challenges will continue to arise. Examples of topics the HR Business Partner will work on are: organizational integrations following mergers and acquisitions, preparation of divestments, change management, works council involvement, corporate communications, succession planning, and engagement surveys. The responsibilities of the HR Business Partner center around the strategic side of HR and stretch from tactical and coordinating to operational.

Collaboration is key for the HR Business Partner. They will work closely with business and support functions across the organization. To be successful, the HR Business Partner will need to build strong relations throughout Sanoma Learning and be a true sparring partner for senior management when it comes to HR-related challenges. They will display a strong business mindset and adopt an appropriate balance between driving change and being empathetic to the concerns of stakeholders.



The HR Business Partner will get the chance to contribute significantly to building a truly international HR organization. Their close involvement with a highly experienced CHRO provides plenty of opportunity for personal growth and readies them for their next step in senior HR leadership. Sanoma Learning’s ambitious growth agenda will offer ample challenge and will allow the HR Business Partner to support the company’s overall purpose: improving education throughout Europe. ■



**Interested?** Sanoma Learning has appointed Top of Minds to fill this vacancy. To express your interest, please contact Dox Wijers at [dox.wijers@topofminds.com](mailto:dox.wijers@topofminds.com).



**“We’re a fast-growing company and are building up our international HR organization. The challenges that come with navigating change are part of what makes this role exciting. They will require flexibility, high energy, and a proactive approach.”**

**Gieta Veersma, CHRO of Sanoma Learning**