




VACANCY

HR Business Partner

Requirements

- Minimum of 5 years of experience working as a business partner in HR
- Relationship building with senior leaders
- OD design & development
- To recognize and value personal and cultural differences
- Fluent in English

 **Rotterdam**  **Minimum of 5 years experience**



Caldic is committed to developing inspiring and sustainable solutions in life sciences and specialty chemicals. They care for their people, products and the planet. The new HR Business Partner shapes and implements an effective people strategy and strengthens its people capability within the Caldic organization.





ABOUT THE COMPANY

Caldic

Every day, Caldic touches the lives of hundreds of thousands of people. They develop and market innovative and sustainable solutions in life sciences and specialty chemicals for the food, pharma, personal care and industrial markets. Their ingredients are used in vaccines, vegan meat and heat-resistant coating.

With a leading presence in Europe, North America, and Asia-Pacific, its strengths lie in its global network combined with local expertise. In recent years, Caldic has emerged as a rapidly growing, innovation-driven organization. The company employs about 2,300 people worldwide and earns total annual revenues of approximately \$1.8 billion. Recently, Caldic was acquired by Advent International, one of the largest independent private equity partnerships with €100bn asset under management.

Caldic operates in more than twenty countries worldwide, with a decentralized structure, which means thinking globally and acting locally. Its diverse workforce comes from many backgrounds and cultures, with different working styles and personalities. But all of Caldic's employees share a common purpose and corporate culture that encourages thinking outside the box and focuses on creative solutions, developed in partnership with customers and suppliers.

'At Caldic, we maintain a flat organization with a minimum of bureaucracy and short lines of communication between management and our valued employees.'

Alexander Wessels, Group CEO at Caldic





VACANCY

HR Business Partner

The HR Business Partner aligns Caldic's business strategy with their people strategy, supporting Caldic's B.V. and European headquarters in Rotterdam. They will work closely with the company's senior management as a sparring partner for people topics. The HR Business Partner reports into the Regional HR Director.

Within the respective businesses, the HR Business Partner handles all the tactical HR agendas, from talent management, hiring and onboarding to development needs and dismissal. If the businesses undertake transformations and change initiatives, the HR Business Partner will drive these projects towards success. The role also has a global component, as the HR Business Partner will be involved in global HR initiatives and projects, where they constructively challenge, support and execute them.

The HR Business Partner develops and sustains the people strategy, to maintain a best-in-class employee experience. They also share relevant customer and business insights with the broader HR organization. They work with data and analytics to anticipate and solve for business challenges for today and the future. And in addition, the HR Business Partner governs the relationship with Caldic's Workers' Council and takes relevant actions. ■





The HR Business Partner identifies what is needed to drive culture, competitive advantage, leadership pipeline and a desired work environment for the business.

Femke Krabbenborg, HR Director Europe at Caldic

Interested? Caldic has appointed Top of Minds to fill this vacancy. To express your interest, please contact Dox Wijers at dox.wijers@topofminds.com.

