



Stolt-Nielsen 


Stolthaven
Moerdijk


VACANCY

People Partner

Requirements

- At least four years of work experience
- In HR operations (everything from on to off-boarding)
- In an international work setting
- Project management
- Process optimization
- Digitally-savvy
- Recruitment for terminals and hubs

 Rotterdam  Minimum of 4 years experience



Stolt-Nielsen is the global leader in the transportation and storage of liquid bulk chemicals and bulk liquids. The substances shipped, transported, and stored by Stolt-Nielsen are used for processes and products that reach millions of people. The People Partner will be closely involved in change and improvement projects with a worldwide scope and assists local management with the focus on Europe.



ABOUT THE COMPANY

Stolt-Nielsen

Stolt-Nielsen has been transporting and storing liquid bulk chemicals and bulk liquids (such as unbottled alcoholic drinks) for over sixty years. Three separate business units operate from the headquarters in Rotterdam: Stolt Tankers, Stolthaven Terminals, and Stolt Tank Containers. Stolt Sea Farm is another Stolt-Nielsen operation, working in the field of land-based aquaculture. Stolt-Nielsen operates in a total of 30 countries and employs over 7,000 people worldwide.

Stolt-Nielsen is also a pioneer, for example in the field of sustainable, high-quality fish production. In addition, the company invests in LNG (currently the cleanest fuel for ships) and sustainable distribution options. Stolt Tankers, owner of the largest shipping fleet in the world, aims to be fully carbon neutral by 2050.





VACANCY

People Partner

The scope of this position covers both employees working in the terminals and hubs, and headquarters staff in Rotterdam. This is a diverse group of people with their own specific needs and requirements.

The People Partner will work proactively with the line managers. They are the first point of contact for local management in all kinds of situations. They will provide advice, translate policy into practice, be easily accessible as a contact person for employees, and provide support for the business partners.

The People Partner will work closely with the line managers to assist with recruiting new employees for the terminal in Moerdijk. This includes advising on and coordinating the recruitment, selection, and assessment procedures, and organizing and conducting the job interviews. The People Partner will also be responsible for drawing up the final offer for candidates.

The People Partner will focus their full attention on the operational-substantive side of HR affairs, carefully examining the processes on which they are based. When the People Partner sees room for improvement, they will take a proactive lead to ensure that this improvement becomes embedded into the process. This may involve optimizing ways of working, better HR communication via various channels, or translating the global operations strategy into tangible, regional action points.



Process optimization and digitalization are important day-to-day themes, and the People Partner will be involved in projects relating to these themes. Experience in process and digitalization projects is therefore a must for this job. The People Partner will be closely involved in all projects (most of which have a huge international scope), sometimes taking the lead. They should be able to see matters from a long-term perspective, as well as solve ad hoc problems.

Go-to person for operational HR themes

Stakeholder management is an important aspect of this position. The management of the business units regards the People Partner as the first point of contact for all operational HR themes within the organization. This is also true of the team leaders and employees, with whom the People Partner will regularly discuss matters relating to sick leave and reintegration for the 500 FTEs working in the various business units. The People Partner will be a member of the HR Operations EMEA team and reports to the Global Director of HR Operations, Leonore Verweij.

Finally, the People Partner should be in their element in a crisis. Employees work with chemicals on a daily basis, which increases the risk of calamity. If such a situation arises, the People Partner will be on site immediately, deploying their skills as an adequate crisis manager.

The ideal candidate is a strong, communicative HR generalist, who switches easily with stakeholders at various levels, and who relishes being involved and taking the lead in projects with an international scope.■



Interested? Stolt-Nielsen is working with Top of Minds to fill this vacancy. To express your interest, please contact Emma de Wit at emma.dewit@topofminds.com.



“As People Partner, you have to be approachable and a good communicator, both at the headquarters and at our sites. Switching between various stakeholders and situations is second nature to you.”

Leonore Verweij, Global Director HR Operations