



Vacancy

Head of HR Services



At the forefront of the global shift away from environmental pollution and the depletion of natural resources, STX aims to achieve full transparency on the contribution or pollution value of any company, product, or service. To support the international expansion efforts necessary for realizing this, the HR team is looking for a new Head of HR Services, to help streamline the processes necessary to attract, develop, and retain top-tier talent for STX.



Requirements

- Over five years of experience
- In HR Services and Operations
- Proven track record in streamlining HR processes
- Experience with implementing and improving HRIS
- Management experience

 Amsterdam

 Minimum of 5 years' experience



About the company

STX

With increasing regulations, shareholder demands, and corporate responsibility standards, a growing number of companies is striving to reduce their carbon footprint. Market maker STX aids these efforts by trading a variety of renewable energy products like renewables, biofuels, and carbon credits, enhancing the environmental commodities market's liquidity, transparency, and availability.

Founded in 2005, STX Group specializes in environmental commodities. Over the years, they've transformed from a commodities broker to a trusted leader along the entire value chain. With a dedicated team of over 500 people from 60+ nationalities, they have offices across the globe, including the Netherlands (HQ), UK, Sweden, Germany, France, Spain, Mexico, U.S, Hungary, Belgium, Poland and Singapore. STX Group offers a comprehensive service for trading and investing in environmental commodities, as well as helping corporations aiming to decarbonize.

Looking ahead to 2050, STX aims to achieve full transparency on the contribution or pollution value of any company, product, or service. To support the international expansion efforts necessary for realizing these goals, the People & Culture team is building and implementing a strategic vision toward improving the way the company attracts, develops, and retains talent. ▶



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Head of HR Services

The incoming Head of HR Services will play a pivotal role in strategically aligning and enhancing HR processes, advice, HR information systems, ticketing, and overseeing the six-member team. This leadership position involves close collaboration with and direct reporting to Carolien Handlogten, the Head of People & Culture.

Primarily tasked with strategic alignment, professionalization and refinement of HR Services, this person will institute new processes and systems while optimizing existing ones. The overarching goal is to streamline HR operations, fostering increased efficiency and reducing errors and pressure. A critical aspect of their mandate will involve establishing global processes and systems that facilitate seamless onboarding, self-service environments, and the management of benefits and pensions when STX expands into new countries or when personnel undergo relocations, ensuring a first-time-right experience.

In addition to process optimization, the Head of HR Services will play a key role in cultivating a cohesive team environment among the six individuals in the current team—with a few additions underway. By fostering improved collaboration, mutual reliance, and collective growth, the HR advisors and HR Ops personnel on the team will function as a united and synergized team. ▶

Working alongside Human Capital Development and Talent Acquisition, the experienced Head of HR Services will bring the ability to translate broader human capital development strategies into actionable priorities, projects, and operations within the team. Maintaining a comprehensive overview of current activities and future needs, this leader will exhibit a forward-looking mindset, anticipating future requirements.

Critical to the success of this role is the candidate's proven track record, having successfully advised and—more importantly—implemented HR information and/or ticketing systems, or enhancements in previous roles. Previous managerial experience in HR advice and HR ops is essential, demonstrating expertise and leadership acumen in navigating similar challenges.

This is a great opportunity for someone with a structured and proactive, data-driven approach, with leadership skills and the ability to translate higher-order strategies into day-to-day management. A chance for someone like that to make their mark in supporting the growth ambitions of a company bent on expanding their leadership position in carbon reduction and green energy trading. ■



Interested?

STX is working with Top of Minds to fill this vacancy.

To express your interest, please contact Vivian den Dekker at viviandekker@topofminds.com.

