



Vacancy

Senior HR Business Partner for Global Functions

TBAUCTIONS

TBAuctions is a leading online auction platform for buying and selling used business goods. The company is growing quickly following multiple acquisitions. And the Senior HR Business Partner – Global Functions will further develop and integrate global functions, as well as streamline global talent and organizational strategies and policies that align with the company's business objectives.



Requirements

- 10+ years' experience
- In HR and business transformation
- In an international environment
- Focus on talent, organization and change management
- Experienced with Technology and/or platform-based companies

 Amsterdam

 Minimum of 10 years' experience



About the company

TBAuctions

TBAuctions (TBA) has a mission to change how buyers and sellers think about used industrial goods. They auction used business goods on behalf of third parties through ATLAS, its proprietary tech platform for intelligent auctioning. Founded in 2018 with the merger of two established auction houses, they now operate eight brands, have over 135 million website visitors per year from over 160 countries, and auction nearly two million lots, annually. TBA has become one of the largest online auctioneers in Europe and features core industries including: Construction, Transportation, Logistics, Agriculture, and Medical.

TBA is already the number one European digital auction house yet has its sights on achieving even greater scope.

In 2022, they were acquired by Castik Capital to support their next growth phase. Then, Summa Equity joined Castik as a co-investor. This enabled TBA to continuously strengthen their leading market position, accelerate organic growth, and increase the pace of add-on acquisitions. With the added support from Castik and Summa, TBA acquired Swedish auction platforms Klaravik and PS Auction, Norwegian auction platforms Auksjonen.no and Bjarøy AS, Danish platform DAB, as well as Benelux auction companies Epic and Vavato. ▶

TBA plays a significant role in supporting the global environmental, social, and governance (ESG) agenda by connecting businesses worldwide with high quality secondhand and second chance goods, and accelerating society's shift to more sustainable consumption. They work with a diverse team of individuals who are encouraged to think outside-the-box and take initiatives, as this fast-growing scale-up continues to disrupt and transform the online industrial goods auction industry. ▶





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Senior HR Business Partner for Global Functions

TBAuctions is undergoing an important transformation to become a global organization after acquiring multiple online auction platforms with teams based throughout Europe. The Senior HR Business Partner of Global Functions will play a crucial role throughout the company's transition. They'll be responsible for global talent management, cultural alignment, and strategic workforce planning for the global functions. They will also develop global People and Culture standards, and implement streamlined processes to align with the company's business objectives, connect local country teams, and drive the success of the fast-growing organization.

The Senior HR Business Partner – Global Functions empowers business growth through people. They lead TBA's evolution to a proactive and modern partnership between the business and People and Culture function, enabling an organization-wide high performance and high engagement culture. The Senior Partner will report to, and work closely with, the Director of People and Culture, and provide insights and recommendations to senior leadership that support the business strategy.

Confident and flexible, this role understands how to navigate the complexities of implementing organizational change. By establishing clear and consistent communication channels, they will ensure employees feel heard and are sufficiently informed about changes and new policies. They will implement consistent evaluation and feedback mechanisms across the entire organization and focus on improving talent development, acquisition, and retention. ▶

Utilizing data analytics, this role will monitor key HR metrics and use insights to drive continuous improvement and efficiency, forecast workforce needs, optimally allocate resources, and identify and address skill gaps. Together with the Center of Excellence Rewards, they will also streamline processes like salary reviews, performance management, KPIs, and succession planning. The Senior HR Business Partner also has a deep understanding of HR policies and with the local People and Culture team members, ensures TBA's practices comply with local and international regulations, including managing legal aspects related to acquisitions, such as employment contracts and benefits.

Bringing structure and energy to the global functions, the Senior HR Business Partner creates buy-in and commitment in a down-to-earth way across a range of personalities, cultures and functions. They understand how to build and maintain collaborative relationships, while they guide and motivate the teams, and always keep the big picture in mind and put people first.

TBA is a fast-growing scale-up that values creativity and taking initiative. They make a positive impact and achieve results through commitment, teamwork, and diversity, and offer employees a fun, friendly and inclusive atmosphere.

The role is based at the TBA headquarters in Amsterdam, The Netherlands and involves some international travel. This is an exciting opportunity for an experienced HR professional with experience in organizational transformation, and who is passionate about sustainability. ■



“TBA is growing quickly in a market that’s making a significant impact on the future of society and our planet. It’s a dynamic environment where a lot is happening simultaneously. Their ideas and input will be foundational for developing TBA’s global functions, enabling growth and an even larger impact on the circular economy.”

**Kresten Pot,
Director People and Culture of TBAuctions**

Interested?

TBAuctions is working with Top of Minds to fill this vacancy. To express your interest, please contact Charlotte Braat at charlottebraat@topofminds.com.