



Vacancy

Strategic HR Business Partner





Kramp – Europe’s leading agricultural wholesaler is showing remarkable growth. The company is taking their HR organization to the next level, in line with the company-wide transformation. The new Strategic HR Business Partner enables this transformation, working closely with the Chief Operations Officer (COO).

Requirements

- Over 7 years of experience
- In HR
- Within large matrix organizations
- Experience with supply chain logistics and/or manufacturing processes
- Stakeholder management

 **Varsseveld**

 **Minimum of 7 years' experience**



About the company

Kramp

Kramp Group is the ultimate one-stop shop and strategic partner for every agricultural dealership in Europe. The wholesaler supplies over 500,000 different spare parts and accessories for clients in agriculture, forest & grass care, and construction, along with a broad portfolio of technical support and business solutions. Kramp employs over 3,500 employees and operates from its headquarters in Varsseveld, The Netherlands, eleven distribution centers, and twenty-four sales offices across Europe. The company is well-known for its reliability, exceptional service, next-day delivery on thousands of items, and excellent value for money.

Kramp is much more than just a supplier of parts. By investing in digitization, e-commerce, and innovation, Kramp stays ahead of its competitors and strengthens its leading market position. The wholesaler boasts healthy profitability and a turnover of over one billion euros annually. Over the past years, the company has shown remarkable growth, mainly fueled by its digital transformation and a strong focus on e-commerce. As a leading player in its industry – and supported by investor NPM Capital – Kramp is perfectly positioned to continue its expansion. ▶



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In line with the company-wide transformation, Kramp is also undergoing an HR transformation, shifting from an operational way of working towards a strategic and proactive approach. As a strategic and business-minded individual, the Strategic HR Business Partner embodies these changes, with a specific focus on supporting the supply chain and operational organizations. They partner with Kramp's Executive Board and Leadership Team members and are involved in strategic discussions. The Strategic HRBP translates the overall strategy into the People and Organization agenda for the relevant departments, for which they lead the implementation.

The Strategic HRBP has a pan-European outlook and is ready to travel ~30% of the time. They focus on strategic and long-term HR topics such as organizational design, governance, strategic workforce planning, leadership, succession planning, and talent and performance management. As part of an e-commerce focused company, the Strategic HRBP is also concerned with themes around e.g. near-shoring / off-shoring, data strategy and skills, warehouse footprint, continuous improvement culture, temp-to-fix ratios, and health and safety. They also provide thought leadership on process automation and its impact on work processes and people. ▶



As an experienced HR Business Partner, they understand business needs. They know which KPIs drive value and how people and the way things are organized can be the key to success. They also partner with HR expertise centers to continuously improve HR practices, such as frameworks, policies, culture, and values. Hybrid working is possible. ■



Interested?

Kramp is working with Top of Minds to fill this vacancy. To express your interest, please contact Vivian Linker at vivianlinker@topofminds.com.

“Kramp still feels like the start-up we were over seventy years ago. We have the spirit of a family business and the international success of a large multinational.”

**Eddie Perdok,
CEO**