



Vacancy

# HR Business Partner - EMEA





**Stanley, the iconic brand behind the well-known, high-quality, and sustainable drink containers, made waves going viral on social media and doubling its sales over the past two years. Currently, the company is solidifying its growth with a focus on innovation and sustainability. With the expected further growth in Europe, the team in Amsterdam is looking for an experienced and ambitious Human Resources Business Partner.**

## Requirements

- Over 5 years of experience in HR
- Strong relationship building skills
- Can communicate effectively at all levels
- Trusted sparring partner and advisor at all organizational levels

 **Amsterdam**

 **Minimum of 5 years' experience**



About the company

# Stanley

**Stanley was founded in 1913 and until 2020, the brand was mostly known for its green stainless-steel thermos bottle. Nowadays, they are an increasingly popular brand revolutionizing the international food and beverage culture – doubling their business year over year for the past two years.**

This rapid growth was partially catalyzed by some coincidental opportunities for the brand to show off the quality and convenience of their products. This occurred through a viral video about their 40oz bottle surviving a car fire – with the drink inside still cool – as well as through on- and offline word-of-mouth. To solidify this fast growth in both brand recognition and sales, Stanley focused on its core strengths: innovation and sustainability.

Stanley continues to build new products and ways to connect with consumers and customers globally. New, vibrant, colorful products have successfully tapped into a younger consumer segment. People are also increasingly interested in Stanley due to its sustainability mission: building products that last a lifetime, from recycled materials, delivered in paper packaging. ▶

The Stanley group is headquartered in Seattle, USA, with a commercial team of around 15 people in Amsterdam. The Stanley group in turn is a standalone business unit under HAVI, a global, privately owned sustainable Supply Chain Management company that employs more than 10,000 people and serves customers in more than 100 countries. Apart from the HQ in Seattle, USA, Stanley also has offices in Shanghai, Shenzhen, Amsterdam, Rio de Janeiro, Cariacica, Manaus, and Manila.

Because of the expected further growth in the EMEA region, both in terms of business and in terms of people, the team in Amsterdam is currently creating a new role, for an experienced and ambitious Human Resources Business Partner (HRBP). ▶





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# HR Business Partner EMEA

**The HRBP will be creating the HR function within the EMEA region, working with EMEA managers, and will play a key role in supporting people strategies and initiatives in the region. They will provide counsel in a wide range of areas including talent acquisition & recruitment, performance management, compensation, employee engagement, organizational design, talent management, and organizational change.**

Considering the steep growth trajectory of the company, an important part of this job will be to support managers by taking the lead in the recruiting process across the entire region. This role is partly strategic and advising, and partly hands-on and operational. The HRBP will collaborate with the other regional HRBPs and will report directly to the Director of People. They will implement global HR strategies locally, while gathering quantitative and qualitative insights on the ground and reporting back to HQ with input and advice. Based in the Amsterdam offices, the HRBP will also work with HRBPs in other regions to share best practices and create plans to support the needs of Stanley's global workforce.

Additionally, they will help manage real estate and office management tasks for locations in the region. This entails the coordination of facilities issues with building management, vendors and services to ensure all offices' environmental and infrastructure are in perfect conditions, ensuring usability and engagement. ▶





The person filling this position will have to be a great communicator, pragmatic as well as sensitive; someone able to navigate through different departments. A good listener, someone who is thoughtful, someone who can bring perspective for managers, as well as address the issues towards HQ.

This is an exciting challenge for an HR professional who is ready to take the next step, and who wants to build an HR function within a rapidly growing region. An opportunity to make their mark on the development of a sustainable company, in the middle of an exciting period of change and global growth. ■



## Interested?

Stanley is working with Top of Minds to fill this vacancy. To express your interest, please contact Emma de Wit at [emmadewit@topofminds.com](mailto:emmadewit@topofminds.com).

