

Vacancy at Radio Holland

# Global HR Director



**TOP OF MINDS**  
Executive Search



## Requirements

- 12+ years' experience
- In an international tech, industrial, or service environment
- HR generalist leader who manages stakeholders at all levels
- Strategic thinker who likes to think operationally
- English fluency required

 Rotterdam

**Radio Holland is a world leader in navigation and communication solutions. With a global service network spanning more than sixty locations along key shipping routes, the company ensures customers have access to reliable support wherever they operate. Together with the Global Leadership Team, the Global HR Director shapes the people strategy that links and supports employees across this international network.**



# About Radio Holland

**Radio Holland contributes to the safety of life at sea by delivering critical marine electronic solutions and providing global on-board and remote services. Over the years, the company has built a strong reputation as a leading provider of NavCom, connectivity, integration, and fleet-wide service and remote maintenance support. Its customers range from companies in deep sea shipping, the navy and coastguard, to ports and offshore operations.**

Available 24/7, Radio Holland offers access to a service network of over sixty locations along the world's major shipping routes. Skilled technicians deliver on-the-spot services with the highest first-time-fix rate in the industry. In addition, the company supports its customers with worldwide fleet service agreements and remote monitoring maintenance, helping them run a more profitable business with reduced downtime and lower operational costs.

Since being acquired by Pon in 2020 – one of the largest family-run businesses in The Netherlands – Radio Holland has streamlined its regional operations, strengthened global processes, and now delivers a more seamless and consistent customer journey alongside its high-quality engineering services. The Global HR Director will play a pivotal role in continuing the transformation and further embedding changes in the organization.





# Global HR Director

**The Global HR Director designs and implements an effective HR strategy for Radio Holland to deliver its five-year business strategy. They drive the roadmap for priority projects, professionalize global HR processes and systems, and build high-performing teams – starting at management level and extending across the wider organization. Leading three HR business partners who manage their own local teams, the Global HR Director solidifies the current HR foundation while strengthening the company’s ability to attract and retain top talent. As a strong leader, they bring a clear vision for the entire organization.**

Responsible for the full HR portfolio, this role encompasses performance and productivity management, reward policies, learning and development, HR operations, and data. As the sparring partner to the CEO, the Global HR Director has the flexibility and the responsibility to identify and launch new initiatives alongside driving current priorities. These include embedding globally consistent reward policies within the performance management framework and balancing global productivity guidelines for service engineers with local labor regulations. Another area of focus is enhancing employee engagement across locations and teams. As part of the Global Leadership Team – which also includes the Global Project Director, Global Service Director, Global Supply Chain Manager, Chief Legal Officer, and the Heads of Finance and IT – the Global HR Director reports directly to CEO Sven Zaadnoordijk and functionally to Gerlinde Broeze, Pon’s HR Director.



**“Radio Holland is celebrating a successful transformation. This is an exciting time for the Global HR Director to build an effective and engaging HR function that accelerates the momentum we have gained.”**

**Sven Zaadnoordijk,  
CEO of Radio Holland Group**

This is an exciting opportunity for a seasoned HR leader who can quickly shift gears between strategic thinking and hands-on operations. The ideal candidate excels at building strong relationships in a flat organization without letting their agenda get in the way. A self-starter, this professional is excited about the opportunity to identify untapped potential and tackle opportunities for growth in the company and continue to build on the momentum of Radio Holland’s transformation.





# Interested?

Radio Holland is working with Top of Minds to fill this vacancy.  
To express your interest, please contact Vivian Linker at  
[vivian.linker@topofminds.com](mailto:vivian.linker@topofminds.com).



**TOP OF MINDS**  
Executive Search