

Sr. Human Resource Business Partner

[Apply Now](#)

Company: IDA Foundation

Location: Amsterdam

Category: other-general

The **Sr. HR Business Partner** is to provide proactive and exceptional support to the organization, the managers and employees with all people related matters. The Sr. HRBP is responsible for aligning business objectives with employees and management in designated business units, through talent engagement, talent management and talent development.

The Sr. HRBP gives input to the development of the HR strategy and vision, and actively participates in the development of leadership on manager and individual contributor level. Sr. HRBP acts as a strategic partner to advise and consult with manager and senior leaders for the entire people lifecycle. In the meantime, takes responsibility for the tactical and operational HR activities for this area (recruitment, onboarding, L&D, performance management, compensation and benefits, employee relations and leave/absenteeism management).

The Sr. HRBP is process owner for one or more topics on which he/she will advise the HR team.

Responsibilities will include:

Build and maintain partnerships and being point of contact for managers and senior leaders of your designated area;

Partner with managers and senior leaders to determine current and future staffing needs;

Partner with hiring managers in the recruitment, selection and onboarding process;

Support managers and senior leaders in the performance management cycle;

Actively participate in talent review process, high potential recognition programs and succession planning

Identify individual and team development needs and facilitating development activities together with managers and senior leaders;

Ensure correct data in HRIS;

Ensure correct application of compensation and benefits for all employees;

Support managers in yearly salary review;

Support the monthly payroll process (input, review);

Support and advise the manager in case of sick leave, in compliance with the 'Wet Poortwachter';

Support and manage managers and employees on all types of leave request or absenteeism;

Advise and coach managers on all employee relations matters;

Provide legal advice and Engage actively with Works Council in all WoCo related matters;

Audits (tax / compliance);

Collaborate with the HR team to initiate, plan, and implement HR initiatives.

Experience & Education

Bachelor / Master degree in a related field (Human resources, Organizational development, BA)

7 years' experience in an HR advisory role in an international organization

Excellent and broad knowledge in all aspects of HR topics and Dutch labor law.

Fluency in both English and Dutch language(written and verbal)

Benefits;

At IDA Foundation, we ask a lot of our employees, but we also give a lot in return. This includes:

Great colleagues: You'll work in a team of enthusiastic, motivated professionals in an open atmosphere

Inspiration and development: We offer training and personal development opportunities for all employees, and regularly host guest speakers.

Fun: Department and company outings are organized on a regular basis, and we make sure to celebrate our successes together.

Making an impact: IDA offers a great opportunity to use your passion and skills for good, while working in an enthusiastic team and stimulating environment.

Salary and holidays We benchmark salaries against mid-sized companies in the Netherlands, and to support a healthy work-life balance we offer 30 vacation days for a full-time contract. In addition, we offer a commute allowance and a defined contribution pension.

IDA Foundation is a global organisation with 225 employees representing over 25 nationalities. We have offices in India, China and Nigeria, and warehouses in Netherlands and Dubai (UAE). We pride ourselves on our professional, diverse and multicultural team, which is passionate about our mission. Further insights into our world of work can be found on

IDA Foundation is proud to be an equal opportunity workplace and is an affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status. We strive to move well beyond traditional equal opportunity and work to create an environment that allows everyone to thrive.

'IDA Foundation recognises that fostering Diversity, Equity and Inclusion (DEI) is paramount in becoming the employer of choice we aspire to be. We are proud to be an equal opportunity employer. As people are IDA Foundation's most valuable asset, we celebrate their unique differences. What unites us all is our drive towards achieving the IDA mission of

bridging the gap in access to medicines and medical supplies. At IDA, everyone should feel they can be themselves, irrespective of ethnicity, beliefs, gender identity, physical and mental abilities, sexual orientation, or any other characteristics that make us unique.

All qualified applicants will receive consideration for employment because we want to be a reflection of the diverse communities we serve, and we believe it is these unique differences that strengthen our collective ability to achieve our mission.”

Sounds good? If you are interested in this position and you believe your profile is matching the job description, we look forward to receiving your application via our website! Apply directly by clicking the Apply button, and who knows, we may soon be sitting down together!

Apply directly by clicking the Apply button, and who knows, we may soon be sitting down together!

Bachelor / Master degree in a related field (Human resources, Organizational development, BA)

7 years' experience in an HR advisory role in an international organization

Excellent and broad knowledge in all aspects of HR topics and Dutch labor law.

Fluency in both English and Dutch language (written and verbal)

[Apply Now](#)

Cross References and Citations:

1. Sr. Human Resource Business Partner [Topfishjobs](#) [Jobs Amsterdam](#)

Topfishjobs ↗

2. Sr. Human Resource Business PartnerSearchaustralianjobsJobs Amsterdam

Searchaustralianjobs ↗

3. Sr. Human Resource Business PartnerManufacturingjobsnearme Jobs

Amsterdam Manufacturingjobsnearme ↗

4. Sr. Human Resource Business PartnerAppdeveloperjobs Jobs Amsterdam

Appdeveloperjobs ↗

5. Sr. Human Resource Business PartnerBuenosairesjobsJobs Amsterdam

Buenosairesjobs ↗

6. Sr. Human Resource Business PartnerChinajobs Jobs AmsterdamChinajobs ↗

7. Sr. Human Resource Business PartnerHoustonjobsJobs Amsterdam

Houstonjobs ↗

8. Sr. Human Resource Business PartnerSearchnzjobs Jobs Amsterdam

Searchnzjobs ↗

9. Sr. Human Resource Business PartnerHongkongjobsJobs Amsterdam

Hongkongjobs ↗

10. Sr. Human Resource Business Partner PerujobsJobs AmsterdamPerujobs ↗

11. Sr. Human Resource Business Partner Seekingjobs Jobs Amsterdam

Seekingjobs ↗

12. Sr. Human Resource Business Partner Seasonaljobs Jobs Amsterdam

Seasonaljobs ↗

13. Sr. Human Resource Business Partner Sustainabilityjobs Jobs Amsterdam

Sustainabilityjobs ↗

14. Sr. Human Resource Business Partner Canadianjobscentral Jobs Amsterdam

Canadianjobscentral ↗

15. Sr. Human Resource Business Partner PandajobsJobs AmsterdamPandajobs ↗

16. Sr. Human Resource Business Partner Gigajob Jobs AmsterdamGigajob ↗

17. Sr. Human Resource Business Partner Findengineeringjobs Jobs Amsterdam

Findengineeringjobs ↗

18. Sr. Human Resource Business Partner Environmentaljobs Jobs Amsterdam

Environmentaljobs ↗

19. Sr. human resource business partner Jobs Amsterdam ↗

20. AMP Version of Sr. human resource business partner ↗

21. **Sr. human resource business partner Amsterdam Jobs** ↗
22. **Sr. human resource business partner JobsAmsterdam** ↗
23. **Sr. human resource business partner Job Search** ↗
24. **Sr. human resource business partner Search** ↗
25. **Sr. human resource business partner Find Jobs** ↗

Source: <https://nl.expertini.com/jobs/job/sr-human-resource-business-partner-amsterdam-ida-foundation-ff5df809de/>

Generated on: 2024-05-06 by Expertini.Com