

# Nordic HRBP for Sweden and Denmark – Ecolab

*Are you a people person, well versed in translating strategic commercial initiatives into HR operational plans and with a solid knowledge from the Swedish and Danish Labor market, Ecolab might be your future Employer.*

Ecolab Nordic are looking for an ambitious and dedicated HR Business Partner to a central and vital role with the Nordic HQ and Nordic HR department located in Valby. You will be a part of the Nordic HR Team, that consists of the Nordic Head of HR, a HR Business Partner for Norway and Finland as well as a Nordic HR advisor and obviously YOU. We are a small team, working closely together and we take pride in having a relaxed and humorous atmosphere.

As Ecolab's new HR Business Partner you will be entering a diverse role, where you will spend time working with the full spectrum of HR, including both classical HR annual activities, operational and hands-on tasks related to labor relations. And function as a true business Partner toward the Danish and Swedish Management team. Furthermore, you will be a central role in supporting a motivating work environment and cultural awareness.

## Your Responsibility

To succeed in this role, you will be a part of setting the HR strategy as well as implementing and steering hands-on HR initiatives together with your colleagues.

As HR Business Partner for Ecolab, you will be responsible for.

- Drive the yearly HR wheel activities and participate in and drive key HR projects to develop the organization.
- Manage the recruitment processes and ensure that we are hiring, onboarding and upskilling talent.
- Training and coaching of leaders.
- Developing and implementation of change programs.
- Being the go-to person for business leaders
- Ensuring diversity and inclusion
- Liase with stakeholders across divisions within the company
- streamlining local HR processes and embrace differences across Sweden and Denmark regarding employment law etc.
- Design and implement strategies that secure cultural fit within compensation and benefits.

## Your Background

You are passionate about building and implementing HR policies and initiatives and partnering with the business. It is a requirement that you have minimum 4 years of experience from a similar HR position and hold experience and knowledge within both the Swedish and Danish labor market.

You hold a relevant education preferably on Bachelor or Master level within HRM, psychology or similar.

As a person, you are positive, cooperative, energetic and a self-starter. You have a solid business understanding and a commercial mind-set. You can deliver on activities such as organizational change and leadership development, but at the same time you are able to think strategically to ensure that Ecolab succeed in the long run. You have strong communication skills, and you can influence others.

As Ecolab is an international company, its necessary that you master English combined with a Scandinavian Language. As Sweden is a big an important market for us, good understanding of Swedish is highly desired.

## About Ecolab

Ecolab is a global sustainability leader offering water, hygiene and infection prevention solutions and services that protect people and the resources vital to life.

**Job Title:**  
Nordic HR Business Partner

**Application Deadline:**  
As soon as possible

**Company:**  
Ecolab

**City:**  
Copenhagen

**Country:**  
Denmark

**Contact person:**  
Brian Ranvits

**Phone number:**  
+45 2048 0548

Customers in more than 40 industries choose Ecolab's comprehensive science-based solutions, data-driven insights, and world-class service to advance food safety, maintain clean and safe environments and optimize water and energy use.

**Contact and application:**

If you have any questions regarding the position, please contact Brian Ranvits from European Search Company who carries out this recruitment. Brian can be contact using +45 2048 0548.

Please apply for this position using the apply button below.