

Nordic HR Generalist, Denmark

Are you ready to take your HR career to the next level in a dynamic and innovative environment?

Garmin, a global leader in navigation devices and wearable technology, is looking for a talented **Nordic HR Generalist** to join our Nordic HR Team. Based in Denmark, you'll play a key role in shaping HR operations across the Nordic region while collaborating with motivated colleagues who are passionate about innovation and excellence.

Why Join Garmin?

At Garmin, we design, develop, and deliver cutting-edge products that enhance performance, safety, and ease of use in every market we serve. By joining us, you'll become part of a forward-thinking organization that values its employees' growth and well-being. You'll work in an inspiring, fast-paced environment where your contributions make a real impact, and you'll be part of a team that truly values collaboration, creativity, and customer focus.

About the Role

As the **HR Generalist for Denmark**, you'll be the local go-to person for all HR-related matters while contributing to Garmin's broader Nordic HR strategy. With 70 associates at the Danish office and around 260 in the Nordics, you will play a key role in ensuring alignment across the region. Reporting to the Nordic HR Director (located in Sweden), you'll work closely with the Nordic HR Team and the local management team to develop and drive HR initiatives that enhance our employees' experience and support business goals.

Key Responsibilities

- **Recruitment & Onboarding:** Lead recruitment processes in Denmark, from job descriptions to interviews, ensuring a seamless onboarding experience.
- **Employee Relations & Compliance:** Provide expert coaching to managers on Danish labor laws and work-environment legislation, staying updated on changes.
- **Work Environment & Well-Being:** Partner with managers to drive work-environment initiatives, participate in occupational health and safety meetings, and collaborate with healthcare providers.
- **HR Operations & Administration:** Prepare employment contracts and maintain personnel files across the Nordics. Ensure GDPR-compliant offboarding routines and oversee internal systems (Heart Pace, Concur, SharePoint). Manage payroll-related tasks and support the Finance team in HR matters. Coordinate performance evaluations and create insightful HR reports.
- **Continuous Improvement:** Recommend and implement improvements to HR processes and procedures.
- **Collaboration & Culture:** Represent HR in the local management team, fostering a positive and collaborative work environment.

What You Bring

We're looking for a skilled and motivated individual who thrives in a fast-paced and evolving workplace. To succeed in this role, you'll need:

- **Education & Experience:** Post-secondary education with at least 5 years of diverse HR experience. Strong knowledge of Danish labor law and work-environment legislation. Proven experience in recruitment, employee development, and HR operations.
- **Skills & Attributes:** Excellent communication skills in Danish and English. Proficiency in MS Office and familiarity with HR systems. Strong time management and organizational skills with keen attention to detail. The ability to

Job Title:
Nordic HR Generalist –
Denmark

Application Deadline:
As soon as possible

Company:
Garmin

City:
Allerød

Country:
Denmark

Contact person:
Brian Ranvits

Phone number:
+45 20480548

prioritize, meet deadlines, and adapt to changing priorities.

- **Mindset:** A collaborative, proactive, and solutions-oriented approach.

What Garmin Offers

At Garmin, we believe in creating a workplace where our employees can thrive both personally and professionally. That's why we offer:

- **Exciting Challenges:** An independent and impactful role in a growing organization.
- **Collaborative Culture:** Work with happy and motivated colleagues in a supportive team environment.
- **Comprehensive Benefits:** Our benefits are designed to support your well-being and help you maintain a healthy work-life balance.

Our office is currently located in Allerød, but we are in the process of building a brand-new office and state-of-the-art warehouse in Ballerup, which we will move into in early 2026.

If you're enthusiastic about making a difference in HR and excited to work in a fast-paced, innovative environment, we want to hear from you!

Contact and application

In this recruitment process we are assisted by European Search Company. For additional information about the position please contact Brian Ranvits on +45 2048 0548 .

If you see yourself in the position, please send your application by using this apply button below. Note that candidates will be processed as they arrive, until the position is filled, so do not hesitate to submit your application.

About Gramin

As a leading worldwide provider of navigation devices and wearable technology, our focus is on developing, designing and supporting superior products. Our advanced technology promotes performance, safety and ease of use in every market we serve. That makes us an engineering and technology company with a keen focus on recruiting talent in those fields. But the same vertical integration business model that keeps all design and manufacturing processes in-house also gives us the incentive to hire top performers from different backgrounds, including operations, finance and accounting, information technology, sales, marketing and communications.

Your journey starts here. Shape the future of HR with Garmin.