

Introduction:

Pharming Group N.V. develops innovative protein therapeutics for the treatment of genetic disorders. The company is poised for further scientific, technological and new product development and additional commercial roll-outs. The company is small (approx. 180 employees, based internationally) and growing quickly. As a result of this growth, we are looking for a:

HR Manager

Overall purpose of the job:

The HR Manager is responsible for and manages the HR team for the EU. She/he is responsible for the goals of the department, the coordination and organization of the team. You will be setting out and defining the strategy for the department while in close collaboration with internal stakeholders.

Main duties and responsibilities:

- Work together with the Director Corporate Support in providing counsel on employment and employee matters
- Anticipate on internal employee matters and adopt a proactive approach to resolve and / or minimize the impact of those matters
- Provide advice and support to managers and employees on company policies and procedures, legislation and performance management issues
- Develop a Strategic HR plan for the next 5-10 years
- Work closely with the Works Counsel on employee benefits
- Works closely with internal stakeholders (management, recruitment, finance, legal etc.) in matters concerning HR processes.
- Responsible for process enhancements and other initiatives for creating better employee experience
- Manage all aspects of reporting, analytics and metrics as required
- Oversee monthly payroll mutations for all European employees
- Coach and support the HR team in their personal development

Qualifications:

- 5-7 years of experience as a HR generalist within an international organization;
- BSc. degree in applicable major
- Experience in managing and coaching a team

Skills:

- Ability to obtain strong working relationships with a positive mindset
- Cultural sensitivity and awareness across organization
- Excellent interpersonal and communication skills to interface with all levels of the organization including employee relations, coaching, communications and presentations, etc.
- Excellent analytical, problem solving and organization skills
- Ability to work independently and collaboratively within a team
- Proactive and results oriented in a fast paced, entrepreneurial environment
- Excellent time management skills with demonstrated ability to multi-task and prioritize

Are you interested? Please e-mail your CV and letter of motivation to: vacatures@pharming.com.