



Senior Director People Partnering & Consulting

NORLYS

JOIN A MARKET LEADING P&C TEAM WITH A STRONG DNA

Aarhus or Copenhagen

Do you want to work in a company with a strong brand and value-based DNA? Can you see yourself taking part in forming and executing a transformational People & Culture strategy at Norlys? And do you dream of leading an ambitious team of People Partners, Consultants and Specialists?

Norlys A/S provides its services to both B2C and B2B end customers. With the new 2027 corporate strategy, Norlys A/S is now an end customer business focusing on creating an integrated customer experience based on a strong foundation and brand. Norlys A/S must achieve a successful integration of Telia Mobil Danmark, creating a coherent brand experience, and building a strong data-driven and digital business. The products today include energy, charging stations, internet, tv, and mobile services.

Managing a recently established People Partnering & Consulting department

The People & Culture organization includes around 35 employees. This department has been recently formed, as Telia Danmark Mobil and Norlys have merged. You will report to the VP of P&C, and with two additional peer department managers, you will be contributing to a new, strong and united P&C organization.

People Partnering and Consulting consists of a total of 14 employees divided in consultants, partners and a legal specialist. The Department holds a key role in supporting the integration and enabling the strategic decisions in the organization. The team supports VPs and senior managers as well as their management teams. This calls for actions to support leaders in all processes related to transition management, annual P&C cycle and additional topics in the management teams. Moreover, execution of initiatives relating to the strategic must-win-battles in P&C is also a natural part of the department's duties. The purpose and aspiration of the P&C strategy is to enable Norlys to unfold its full potential through its people and culture.

You will have responsibility for the department budget, and your primary responsibilities include:

- Actively contributing to the P&C management team in creating a unified mindset and a strong strategic foundation
- Providing a framework for creating a strong and aligned department with a high employee satisfaction and engagement
- Consistently ensuring that the roles in the team are aligned and support leaders towards success
- Acting as a caretaker for the company values, policies and compliance in all people-related decisions

In addition, you will support partners and consultants in situations requiring professional feedback prior to execution. You will also be a project lead on one or more of the project scopes in the execution of the P&C strategy. Your team is based at the sites in Aarhus, Aalborg, Silkeborg and Ørestaden.

Experienced leader from a strong and large-scale P&C setup

Your leadership is essential. Therefore, we expect that you have several years of experience in a strong P&C setup. Ideally, you have been a HRBP/People Partner earlier in your career, so that you are familiar with the role and its challenges.

You have built experience in a large company or group, where P&C has a strong mandate and a professional setup. It is an additional qualifier if you have worked in a commercial organization, where organizational transformation is part of everyday life.

You have a strategic mindset, but your ultimate strength lies in execution. You are open, a strong communicator and excel at stakeholder management with high integrity. You are attentive to your team's success and consistently contribute actively.

Norlys has recently implemented SuccessFactors, which will be one of your primary tools. You should reside within commuting distance from one of the sites, and you will be expected to be present at both locations.

Join a market leading P&C team, where ambition and teamwork are key

You will have a unique opportunity to work for a strong brand during one of the most exceptional and strategically important periods in the history of the company. This role will allow you to focus your energy on management and apply your professional experience in a leading P&C team that values openness, teamwork and the ability to combine ambition with a positive mindset.

Contact Lene Mølholm at 4236 3975 or Jesper Nielsen at 2448 2015, if you have questions. Click 'Apply' to send us your CV and application in Danish or English. Please do not wait to apply, as we review candidates on an ongoing basis. Norlys A/S values diversity and encourage applications from all qualified individuals. The job add will be removed once the right candidate has been found. We look forward to hearing from you!

APPLY

NORLYS

READ MORE ABOUT NORLYS A/S

Norlys A/S is Denmark's largest integrated energy and telecommunications group with approx. 800,000 co-op shareholders, 1.7 million customer relations, 3,000 employees and over 100 years of history. As a co-operative, taking responsibility for more than just themselves is part of our DNA. That is why they do not just deliver future-proof solutions to Danish homes and companies. They also work consciously towards green and digital transformation for all of society. And that is why they are passionate about creating progress for people, the local environment and the climate.

Norlys A/S hope you enjoy the experience. Because we believe that the future is as good as we make it. Together.