



Director Employee Journeys and Development

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 managers 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.

Driving the P&C agenda within employee journeys and development

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.

Employee Journeys & Development consists of a total of 12 specialists divided into two teams: Talent Acquisition and People Development, Wellbeing & Benefits. The department holds a key role in developing and executing programs, processes and concepts within this P&C domain. The initial focus areas are a revisit to the P&C strategy, leadership development focusing on leading transition, TA in general and a successful execution of the annual P&C cycle at Norlys A/S. 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 contribute to the P&C management team in creating a unified mindset and a strong strategic foundation
- Provide a framework to ensure a strong and aligned team in the department with high employee satisfaction and engagement
- Set ambitious standards for the development of new processes, concepts etc., and also for the enhancement of existing programs and processes.
- Act as liaison towards the business and participate in top management meetings, where new initiatives are presented

In addition, your role includes ensuring alignment between the department agenda, business needs and people wellbeing. 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.

Leadership and a strong P&C development toolbox

Your leadership is essential – and so is your toolbox of P&C development tools. Therefore, we expect that you have relevant experience from a strong P&C setup. Ideally, you have built experience from a role, where you individually as well as with your team have developed and implemented development processes, programs, concepts, etc. It is an additional qualifier if you have worked in a commercial organization, where organizational transformation is a natural part of everyday life.

You have built your experience in a large company or group, where P&C has a strong mandate and a professional setup. It is, furthermore, an advantage if you have experience from a TA function.

You have a strategic mindset, you are open, a strong communicator and you have successfully presented initiatives and programs at top leadership level as well as at important leadership meetings and seminars. You are attentive to the success of the team, and you are always an active contributor.

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.