



## Ambitious and visionary People & Culture Partner to drive cultural development and sustainable performance in a fast-growing scale-up

### **People & Culture Partner**

**Aarhus, Denmark**

Frey is looking for a People & Culture Partner to take the lead in developing our people processes and become our culture champion. This is a new role in the company that offers a unique opportunity to drive organizational development and shape the culture of a fast-growing start-/scale-up.

In this role, you will lead and execute Frey's ambition to create a sustainable high performing team and a strong culture based on entrepreneurship and performance. You will also be hands-on in ensuring that fundamental people/HR processes are developed and maintained as the company grows. You will report directly to the CEO of the company and act as an active sparring partner for the whole leadership team.

### **Role and Responsibilities:**

- Establish the strategic workforce plan with the CEO and leaders
- Formalize and standardize the HR policies and practices essential to Frey's employee lifecycle (Recruit, Onboard, Develop, Retain, Offboard)
- Provide operational People & Culture support and be responsible for transactional HR related matters, facilitating the development and execution of contracts, frameworks, guidelines, and policies and procedures
- Lead recruitment initiatives and drive talent development and acquisition
- Coach, motivate and support managers and employees in staff related matters
- Lead the people performance management processes
- Manage and develop education and training programs

### **Expected Skills and Experience:**

Your exact experience and education is not the most important parameter – what we are looking for is someone with personality and drive to make a change. You love the business side of things and to deliver tangible results. You build trust and engage easily with all people. We imagine you have:

- 2-5 years of experience in a similar role or a relevant business background.
- Strong communication and stakeholder management skills.
- Desire and personal clout to deliver tangible results.

- Experience with training, development, and coaching.
- An international mindset and the ability to connect with people across cultures and backgrounds.
- Experience in HR, employment law, salary administration etc. is not a requirement, but a plus.

**About Frey:**

Frey makes the market for containerized agricultural commodities more efficient and creates opportunities by connecting a data-driven trading mindset to a world-class infrastructure and logistics expertise.

The location for this role is Aarhus, where our head office is located.

Frey is a venture owned by Maersk Growth.