



## Experienced People & Culture Partner to drive and develop the People & Culture function in a fast-growing scale-up

### **People & Culture Partner Aarhus, Denmark**

Frey is looking for an ambitious and experienced People & Culture Partner to take the lead in driving and developing our People & Culture function. This role offers a unique opportunity to help shape the organizational development of an international and fast-growing scale-up. You will be hands-on in ensuring that fundamental people/HR processes are developed and maintained as the company grows, as well as driving strategic projects to activate our People Promise and become the most attractive employer possible.

You will report directly to the CEO of the company. The strategic People & Culture related projects will be handled in collaboration with an external HR consultant with the ambition that you will gradually take over increasing responsibility for these. We will provide you with a thorough onboarding to enable you to swiftly understand what we do in Frey.

### **Role and Responsibilities:**

- Act as a sparring partner for the leadership team in people related matters.
- Activate the Frey People Promise of “Unleashing Potential” by owning and leading initiatives to create a sustainable high performing team and environment.
- Develop and manage the Frey talent and leadership programs, pipeline and progression framework.
- Maintain the strategic resource plan with the CEO and leaders (in order to achieve business objectives by assessing existing talent and proactively addressing future needs).
- Lead recruitment processes in liaison with hiring managers as well as develop and take responsibility for annual employer branding activities, e.g. participation in career fairs.
- Formalise, maintain and continuously develop 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 employment contracts, frameworks, guidelines, and policies and procedures globally and in alignment with internal and external partners.
- Contribute to corporate communication plan and content.

**Expected Skills and Experience:**

Your education is not the most important parameter – what we are looking for is someone with the drive to make a change and the ability to drive and develop People & Culture with professionalism and empathy. As a strong business partner, you understand the needs of the business. You build trust and engage easily with all people. We imagine you have:

- 5-7 years of experience in a People & Culture partner role in a larger organization or a similar role.
- Strong communication and stakeholder management skills.
- Desire and personal clout to deliver tangible results.
- Ability to work independently and work conceptually within the People/HR area.
- An international mindset and the ability to connect with people across cultures and backgrounds.
- Knowledge of employment law would be an advantage.

**About Frey:**

We open the doors to global commodity trading. Frey democratizes the market for containerized agricultural commodities by connecting a data-driven trading model with expertise in physical commodity logistics. We create value for our customers – by marketing products globally and providing reliable and cost-competitive solutions – as a trusted and reliable partner.

We are a global team of individuals with diverse backgrounds, expertise and thoughts – ranging from student analysts to subject matter experts with decades of experience. We are headquartered in Denmark, with origin offices in US, Canada, Australia and a sales and marketing office in Singapore. Today, our team consists of 35 Freyees of 11 different nationalities, all sharing the same passion for commodity trading and logistics. We are driven by creating meaningful change for our customers, partners, and the markets we operate in.

The location for this role is Aarhus.