



We are hiring

Would you like to be part of our dynamic, global and growing team? South Pole Group is an energetic, global company offering comprehensive sustainability solutions and services. With offices spanning all six continents, we strive to create a sustainable society and economy that positively impacts our climate, ecosystems and communities. With our solutions we inspire and enable our customers to create value from sustainability-related activities.

To further promote environmentally and socially responsible practices, we are currently looking to recruit a highly motivated and dedicated

Head of Global HR (70-100%) based in London, Bangkok or Mexico City

Ready to work for an inspiring company you can believe in, doing work you can be proud of, with colleagues who share your entrepreneurial mindset? We are looking for you, a Head of Global HR who takes initiative and ensures our company is ready for continuous growth. In this role you will oversee all topics around Human Resources within South Pole Group and lead our Global HR team spread around the globe. At the same time you will further ensure and advance excellence in all our processes. Working closely with our senior management in our headquarters and in the business units, you will be instrumental in developing our fit for purpose HR strategy that will ensure the business successfully reaches its goals. If you are an HR professional with a strong sense for sustainability and ready to take on a new challenge in a dynamic company with a real purpose, please continue reading.

Tasks and responsibilities

- Lead all elements of the HR lifecycle and maintain the strong partnership between our HR team and Operations Managers within the business units
- Provide guidance to managers and team members on coaching, mentoring, training and development, rewards and recognition, performance management and employee engagement
- Foster the great work environment on global level that allows our employees to do their best work every day
- Act as a sparring partner in the recruitment process for the responsible hiring managers around the globe
- Strengthen our employer brand
- Oversee and further refine global compensation and benefits setups
- Develop and improve IT solutions in our in-house Project Management Tool (PMT) to analyse trends and metrics in partnership with the business units
- Coordinate the development and update of HR processes and policies
- Coordinate with other business units to help them reach their goals
- Coordinate training for team supervisors in topics related to people management
- Lead and support various ad hoc projects with involvement of the HR team and business units

Your profile

- Enthusiastic and self-starting HR professional with a passion for sustainability
- Bachelor degree required in an HR or related field, a Master's degree is preferred
- 5+ years experience of working in HRM for an international, medium sized organisation and successfully managing a matrix organisation
- Proven experience in operational knowledge in the areas of staffing, compensation, talent development, change



management and organisation development

- Strategic planning, creative and innovative thinking skills, along with sound judgement skills and a track record of achieving results
- Team player with exceptional communication skills
- Strong business and financial acumen
- Outstanding people skills and proactive approach
- Excellent oral and written command of English, other languages are a plus
- Excellent skills in MS Word, Excel and PowerPoint are essential, and being IT-savvy in general
- Nationality of the base country or holder of a valid work permit

We offer

- Excellent team spirit, work with dedicated and enthusiastic people
- Be part of a growing global company with a real commitment to sustainability and fighting climate change
- Work autonomously as well as within a large and international team of sustainability passionate professionals

Please apply

If you are interested in joining a young and international team striving to make a difference to the world we would be happy to hear from you! Please send your cover letter and CV directly through our [website](#).