

Senior HR Manager

Company : AimValley B.V.
Location : Hilversum, The Netherlands
Relevant experience : at least 5 years

The Company AimValley (www.aimvalley.com)

AimValley, what we do

With almost 100 colleagues we provide Design Services dedicated to the development of complex embedded systems for telecom and datacom and other high-tech applications. We offer our customers cost-optimal and energy-efficient products with a very high availability, a long lifetime and the ability to perform in harsh environments. AimValley has a strong track record in development of such products.

AimValley, organizational culture

At AimValley we have an open and direct culture. We are technology driven. Developers focus on “getting things done”. We have short lines of communication and there is ample room for autonomy, driven by professionalism.

Teamwork is key to our success. Teams are grouped around a customer project and work systematically to provide the required features and the agreed time to market. We pride ourselves on delivering our projects on time and within budget.

Why work for AimValley as an HR Manager

- Be part of a cutting-edge high-tech development company.
- Challenging work in supporting international customers of complex products.
- Be the driving force in creating and nurturing a positive and inclusive working environment
- A good Work/Life balance by flexible working hours (between 7 am and 7 pm) and a possibility to work part-time and work remotely.
- Excellent team spirit in a challenging environment.

The Job

As HR Manager, you will work on:

- Development and implementation of the overall HR strategy and initiatives aligned with the business strategy.
- Oversee and manage a performance appraisal system that drives high performance.
- Supervise the recruitment and selection process, manage the onboarding of new employees.
- Contacts with Universities

- Nurture a positive and inclusive working environment
- Be a sparring partner and advisor for management, resource managers, and employees regarding HR-related topics.
- Development and maintenance of HR policies.
- Administrative tasks, such as: maintaining personnel records, draft labor contracts, absence management, pension fund, and insurance registration.
- Develop and maintain employee development plans
- Develop & lead employee satisfaction programs
- Benchmark AimValley's employee pay plans and benefits and create conformity plans

Requirements

- Bachelor/Master degree in HRM or comparable
- At least 5 years of experience in an all-round HR function
- Experience with the development of HR policies and procedures
- Subject matter expert on HR regulations and policies
- Independent, proactive, and trustworthy
- Fluent in Dutch and English (verbal and written)

Soft skills required:

- People-oriented and result driven
- Ability to motivate team leaders of technical teams
- Ability to show empathy to technology/task-driven employees
- Hands-on mentality with an ambition to learn
- Pro-active and self-motivated
- Drive for continuous (self) improvement

More Information and/or application

Please contact AimValley at jobs@aimvalley.com.