

Louis Poulsen is looking for a new dedicated People & Culture Manager in Vején



To drive and develop HR matters across the Louis Poulsen ("LP") group, we are looking for a People & Culture Manager ("PCM") who has a proven talent for developing and executing HR tasks on all organizational levels.

This includes solving any day-to-day HR tasks together with the existing People & Culture team and other key stakeholders. Further, the PCM will work to improve the LP work culture, the LP employer brand and employee engagement.

The base of the position will be at the Louis Poulsen office and production facility in Vején, Jylland with occasional trips to the LP headquarter in Copenhagen. Reporting to the General Counsel, you will be part of a dedicated and passionate team of 4.

Why should you apply for this position?

Because you have a unique opportunity to use your excellent experience and are motivated by cross-organizational cooperation, by making a difference and you understand what it takes to create and maintain solid and good relations. We will further develop your skills through ongoing training and challenging assignments.

Job profile

Your primary responsibility will be to ensure operational excellence and business success in relation to any HR matters across the LP group. Further, you will be responsible to promote the LP corporate values, to align processes with the LP People & Culture strategy and to ensure a positive work culture.

You will be supporting LP in relation to Danish HR matters, and to a limited extent the LP subsidiaries in relation to foreign HR matters.

The tasks include:

- Recruitments
- Onboarding and offboarding
- Performance and salary reviews
- Incentive programs
- HR policies
- Workplace health and safety
- Employee training, learning and development
- Employer branding
- Organizational planning
- Implementation of HR processes
- Development of digital HR solutions and optimizations
- Compliance with employment regulation and collective bargaining agreements
- Disciplinary and termination procedures
- Various HR administrative tasks and reporting

The tasks relate to the global LP group and all LP employees, in both office and production (approximately 500 employees in total). However, your main responsibility will be employees located in Vején (approximately 300 employees).

Your profile

We are looking for a team player with a proven talent for executing and implementing HR matters, and a strong personal impact, authority and pace. You have a level of drive above average with a can-do attitude, and with an ability to create sustainable results in a changing environment.

Ideally, you have a relevant degree within the human resources management field, and minimum 3 years of relevant experience as HR Manager or similar, preferably in a global production company. Further, you have solid experience working with human resources, including developing organizations and employees, with in-depth knowledge of both strategic and operational HR.

You are comfortable with local Danish HR matters, while being able to take on global HR tasks, and managing multiple internal and external stakeholders. You have solid experience on HR matters regarding production workers, including collective bargaining agreements. We expect that you have digital flair and experience for working with various IT tools in the HR area, such as SAP HR systems and that you are fluent in Danish and English in order support the global LP group.

We offer

We offer a challenging job in a dynamic and professional but informal organization. An organisation, where the culture of the company is based on a strong, impassioned Danish design heritage, a vision to exceed expectation, and distinct design that shapes light. We focusing on what matters most. A culture that aims to empowering one another. Proactively sharing our experience, knowledge, passion and outlook to develop and grow one another.

LP emphasizes good employee conditions and relations. We ensure that you get the necessary knowledge of our company and products through introductory and training programs, where you will learn more about our lighting philosophy, our products and their history.

At Louis Poulsen we value diversity. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender identity, sexual orientation, national origin, or any other applicable legally protected characteristics.

Practical information

Preferably, the position is to be filled by 1 September 2021.

If you have any questions, please contact

Simone Sparholt
People & Culture Manager
Email: sis@louispoulsen.dk

Kristoffer Mejborn
General Counsel | Legal, People & Culture Director
Email: kme@louispoulsen.dk

Application deadline:
As soon as possible

The Business

Louis Poulsen is a part of Design Holding – the largest global high-end design group that brings together complementary brands with excellence in design. Besides Louis Poulsen, iconic brands like B&B Italia and Flos are a part of Design Holding. What the Design Holding brands have in common is an unwavering commitment to quality craftsmanship and a proud heritage of innovative, sophisticated and unique designs that have defined the European design history. Design Holding was founded in December 2018 and is a joint venture between the investment companies Investindustrial and The Carlyle Group.

Additional information is available at www.louispoulsen.com.

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