

Symeres is the leading mid-sized transatlantic contract research organization for drug discovery and development needs. With over 700 highly educated scientists and professionals in six locations in Europe and two in the USA, we offer best-in-class solutions for drug discovery and drug development, from small- to medium-sized molecule hits. We are large enough to matter, and small enough to care. Our services span across early stage hit finding all the way to the delivery of your early clinical drug substance API. Making molecules matter. Together.

Due to fast international growth, the Human Resources Department of Symeres is looking for an experienced:

## **Senior HR Business Partner - NL**

### **Full-time**

Do you want to translate Symeres' global HR strategy into a European plan? Come join us as Senior HR Business Partner! In this role, you will be a hands-on team leader, reporting to the Managing Director NL.

You will be a trustworthy sparring partner for business leaders and employees for HR topics, such as recruitment, talent development, organizational development, leadership, tooling, assessment, culture, and HR policies. In addition, you will:

- Lead a team of HR business partners.
- Maintain a good understanding of our customers' business and needs, and translate this into an actionable European HR plan, in line with the global HR strategy.
- Differentiate/unify local HR policies, using the right HR instruments; you will ensure proper implementation and evaluation.
- Be a sparring partner for business leaders on HR topics: change management, recruitment, learning & development, (personal) leadership, culture, employer branding, etc.
- Pragmatically resolve (cross-functional) organizational issues, while maintaining a helicopter view. You will have a good sense of our employees' needs and combine empathy with pragmatism.
- Provide a proactive insight into qualitative performance by using HR data.
- Bring innovation: you will initiate, drive, and evaluate HR projects that make an impact.

### **Qualifications**

- A completed HBO degree
- Around 7 years of work experience in a similar role
- Leadership experience: 'lead by example'
- Experience in an international environment
- Be used to working in cross-functional teams; share knowledge where necessary
- Strong communication skills: stakeholder management, advising/coaching skills
- Business fluency in English, written & verbal
- Flexibility & willingness to travel

### **Job offer**

An exciting position in a dynamic fast-growing organization with an attractive remuneration package and opportunities for learning and development.



### **Application**

Interested? Please send an email with your CV and motivation letter to Recruitment: [HRM.HRM@Symeres.com](mailto:HRM.HRM@Symeres.com). For substantive questions, please contact Titia Mulders (Managing Director): [titia.mulders@symeres.com](mailto:titia.mulders@symeres.com). More information about the Symeres organization can be found on our website: [www.symeres.com](http://www.symeres.com).

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