

Job Category: Finance

Job Title

Finance Business Partner – HR

Location

Amsterdam, Noord-Holland, Netherlands

Job Description

In this role, you have the opportunity to

Work as a Finance Business Partner for the Function HR! Core responsibility for the financial oversight and budget control globally. The vision of the Human Resources function is to encourage and develop our people to deliver on our mission to improve lives. Our people strategy is built around three pillars: building the Workforce of the Future, crafting an Inclusive Environment and building Great People Experiences. In addition, we enable the transformations across our company (PBS, transformation programs, Mergers & Acquisitions and divestments).

The HR organisation has gone through significant transformation in the last few years to benchmark cost levels. As a next step on our journey to build a world-class HR organisation we continue to review the efficiency & effectiveness of our HR operating model with focus on automation, digitalization & footprint optimization. Using the financial pull for re-investments and driving down costs further.

Supporting the individual HR domains by preparing and discussing monthly, quarterly and yearly continuous improvement cycles, you keep track of realizing business cases (HR3.0 and GBS) and you build valuable insights to drive effective decision-making regarding the best use of HR resources. On a quarterly basis you prepare and drive, together with the other HRLT members, the QPR meetings with the CFO and CEO of the group. Providing valuable insights and solid visibility to Exco level.

Responsibilities in this position

- All Business Partner activities for HR
- Providing an integral view on HR spend globally and managing it in line with Annual Operating Plan.
- Preparation of long term views, quantifying financial implications of critical initiatives
- Realization and execution of plans according to budget available and aligning on corrective actions in case of deviations
- Realization of productivity target to drive further efficiency and /or allow further value adding activities investments
- Working together with FP&A to build the standardize reporting and simplify where possible
- Optimize visibility and reporting of output of main HR initiatives and processes through Lean methodology
- Ensuring accountability for budgets and related performance in the HR LT and the Leadership Team of company's University and Integrated People & Services
- Pro-actively and efficiently driving the planning and forecasting processes for function HR, which includes alignment of domains and markets regarding Functional targets
- Approving and creating requests
- Monitoring and controlling functional processes and their execution for ICS/SOX compliance

You are a part of

- The Integrated People & Services (I)&S) leadership team and GBS SteerCo and report to the HRLT on a monthly basis the financial performance Vs AOP / FC.
- The global Enabling Functions controllers team.

You are supported by a team of FP&A analysts in Chennai and a business partner, to help you with the scope of key internal colleagues. You will be reporting to the Head of Finance Enabling Functions.

This position is based in Amsterdam, The Netherlands.

To succeed you should have the following skills and experience

- At least 10 years of experience in Finance with a Master degree! (post graduation appreciated)
- Strong communication skills with the ability to communicate and influence at different levels in the organization
- Knowledge of finance systems and processes in the company; ability to take a helicopter view but also to deep dive and problem solve
- Pro-active, with a strong drive and sense of ownership

In return, we offer

An interesting assignment where you are part of an ongoing journey to building a world-class Human Resources organization. Further optimizing HR ways of working and crafting phenomenal people experiences. This role provides high exposure to HR leadership of the company (HRLT and CHRO) and is an excellent position for someone to learn about core HR processes and Critical initiatives.

As part of the global controllers team, you will get an excellent view on, and participate in, developments on a company wide scale.

This vacancy is published on 8th March 2020.