



Job Title:	Sr. HR Business Partner (Supply Chain)
Location:	Almere – The Netherlands (EU)
Employment Status:	
Reports To:	HR Director EU
Travel (%):	< 10%

<p><u>Major Roles & Responsibilities</u></p>	<p>Kraton is looking to hire a new member of our HR team in Almere. The HR Business Partner will serve as a consultant, coach, advisor and business partner to designated teams on human resources related issues. They will assess and anticipate HR related needs, and through collaborative partnerships across the organization, deliver value-added service to management and employees that meet the business objectives of the organization.</p> <p><u>Major Roles & Responsibilities:</u></p> <ul style="list-style-type: none"> • Act as a Strategic HR Business Partner to a Site or functional Management team. • Assesses and anticipates HR-related needs, developing integrated solutions. • Manages the overall talent acquisition process for the site/ function (Attract, Develop, and Retain). • Formulates partnerships across the function with centers of excellences such as Talent Management, and Compensation and Benefits to administer key programs and activities. • Assists employees and managers with Talent Management activities such as drafting and submitting new and revised position descriptions, developing annual objectives, along with talent development plans. • Develops and manages the employee and labor relations strategy. • Communicates needs proactively within the function and to business management. • Other duties as required. <p><i>The statements above are intended to describe the general nature and level of work performed by employees assigned to this classification. Statements are not intended to be construed as an exhaustive list of all duties, responsibilities and skills required for this position.</i></p> <p><i>Kraton's internal talent acquisition team manages our recruiting efforts and from time to time works with pre-selected/pre-approved external staffing agencies. We do NOT accept unsolicited resumes or candidate referrals from recruiters and/or agencies who are not pre-selected/pre-approved.</i></p>
<p><u>Skills and Experience</u></p>	<ul style="list-style-type: none"> • Minimum bachelor's degree in Human Resources, or related field, required • 5+ years of relevant HR experience (preferably in a manufacturing environment) • Affinity with/experience in the field of Supply Chain • In depth knowledge of labor relations practices and relevant law • Experience in employee engagement, leadership development, and training • Knowledge of EEO/AAP, as well as do's and don'ts for interviewing • Knowledge of employment law • Familiarity with payroll/HR systems • Excellent communication skills in English, Dutch, French and preferably German • Customer focused • Able to adapt to changes quickly
<p><u>How to Apply</u></p>	<p>Submit your resume to jobs-eu@kraton.com</p> <p>Your privacy is important to us. For information on how we handle your personal data, please review our applicable Privacy Statement</p>