

Lead Reward Partner

Are you detail-oriented, analytical and passionate about reward and want to bring reward strategies to life at a global level? At Semco Maritime, we are looking for a reward partner to join our team and play a key role in shaping compensation and benefits across countries.

Your position

As our new Lead Reward Partner, you will be joining our People & Culture team, made up of around 30 committed colleagues, and report to the Senior Manager, Global Rewards and Mobility. In this role, you will play a key role in shaping and supporting Semco Maritime's global rewards agenda. You will collaborate closely with stakeholders across the business to ensure our reward practices are competitive, compliant, and aligned with our strategic goals.

The role is based at our Global HQ in Esbjerg – the heart of the Danish energy industry. It is a full-time position, with occasional travel of up to 10 days per year.

This is a great opportunity to work on both strategic and operational levels, contributing to the development and implementation of reward initiatives across the organization.

"We have built a strong foundation for rewards, but we are now looking to strengthen and expand our offering to match the pace of our global growth. As Lead Reward Partner, you'll play a key role in shaping that journey." Celia Louise Møller, Senior Manager, Global Rewards and Mobility,

Your tasks & responsibilities

As Lead Reward Partner, you will be a vital part of our People and Culture function, ensuring rewards practices support business goals and attract and retain top talent.

Your tasks will include but are not limited to:

- Driving the annual reward cycle, including salary review, bonuses and promotions
- Leading and executing reward projects that enhance business maturity and efficiency
- Developing Rewards tools and frameworks to support decision-making across the organization
- Driving pay transparency and aligning practices with internal policies and external benchmarks
- Ensuring consistency and compliance
- Acting as a trusted advisor and support to leaders, HR Business Partners across the organization and payroll.

Your profile & qualifications

We are looking for a skilled and motivated Lead Reward Partner who thrives in a global, fast-paced environment. You ideally bring 3 years of experience within HR, Finance or another relevant field.

Experience in a similar role within a larger international company is preferred.

To succeed in this position, we imagine that you have:

- Strong excel skills and data-driven thinking
- Strong stakeholder management across all organizational levels and a proactive, solution-oriented mindset
- Ability to collaborate across functions and support change management
- Structured, analytical mindset with attention to detail
- Strong communication skills in both Danish and English (written and verbal)

Welcome to Semco Maritime

At Semco Maritime, we create change. For people. For projects. And for the global energy sector.

With us, you will join a community of over 2,400 of the most dedicated thinkers and doers in the energy industry who are driving real change and making their own personal mark on the global energy landscape.

While everyone knows why the energy transition is vital, we are concerned with the journey. How to get there. By providing the answers needed to make change real. Because we believe that global energy ambitions can only be realized through hard work and clever pragmatic solutions. This is what we do. This is what we invite you to participate in.

So yes, working for us will change the energy sector – and may well change you too.

Care to join the movement?

Change. With us.