Experienced HR Business Partner to our Renewables division

Deadline:
15-12-2026

Contact data:
Stinne Gabriel Tiddy

Location:
DK - Esbjerg

Are you an experienced HR Business Partner who thrives in a dynamic, project-driven and international business environment? We are looking for a HR Business Partner to support our Renewables division. In this role, you will play a key part in enabling business performance by translating strategic priorities into people actions and helping leaders and teams navigate growth, change and organizational development.

Your Position

As a trusted advisor, you will work closely with leaders at different levels of the organization, contributing to the continued development of our people, leaders and organization. You will join our HR team supporting the Renewables division. We are based across Denmark, Germany and Poland, partnering closely with leaders and employees across the business.

"With us, you will become part of a strong and curious team that plays an active role in the business and is not afraid to challenge assumptions and explore new perspectives. We support each other, grow together and set ambitious goals for ourselves and the value we create for the business." Director, HR Business Partner Renewables, Stinne Gabriel Tiddy

Beyond Renewables, you will be part of our wider People & Culture function, providing strong professional support, well-established people processes and a broad HR community across Semco Maritime. You will report to the Director, HR Business Partner Renewables.

Your tasks & responsibilities

As our new HR Business Partner, you will:

- Partner with leaders and leadership teams on organizational, leadership and people-related matters, including organizational design, workforce planning and change initiatives.
- Drive annual people processes, including performance management, succession planning, talent reviews and employee engagement activities.
- Coach, challenge and support leaders in developing strong leadership, team performance and employee engagement.
- Facilitate team- and leadership workshops as well as organizational development activities.
- Lead HR projects and drive project leadership initiatives, helping connect the people agenda with project execution across our project teams.
- Drive recruitment processes in close collaboration with our leaders.
- Advise, coach and support leaders on employee relations matters, performance management and other people-related cases.
- Work closely with colleagues across People & Culture to ensure consistent, high-quality and business-relevant people solutions.

Your profile & qualifications

We are looking for an experienced HR professional who combines strong business understanding with solid HR expertise and the ability to build trusted relationships across the organization.

To succeed in this role, we expect that you:

- Bring HR Business Partner experience from a complex business environment, ideally within an international and matrix organization.
- Have experience supporting senior leaders and leadership teams.

•Bring strong stakeholder management and communication skills.
•Have experience with organizational development, leadership support and change management.
•Are comfortable navigating organizational complexity and balancing strategic discussions with pragmatic execution.
•Thrive in a fast-paced and project-driven environment with multiple stakeholders and competing priorities.
•Communicate fluently in English, both verbally and in writing. Danish is an advantage, but not a requirement.

Your place of work will be at our Global HQ located in Esbjerg, the hub of the Danish energy industry, right on the waterfront – views do not get any better than this. The position is full-time, and traveling is expected.

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 2,300 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.

Safety is at the core of everything we do, and we are committed to protecting our people, partners, and the planet as we work towards a sustainable energy future.

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

We know that our people are our greatest strength. We strive to build an inclusive workplace where everyone can be themselves, contribute their perspectives, and feel part of the team. We welcome applicants from all backgrounds and believe that diverse teams help us find better solutions and move the energy transition forward.

Care to join the movement?

Change. With us.