

HR Business Partner (f/m/d)

Are you an experienced HR Business Partner (f/m/d) who enjoys building trusted partnerships with the business? Do you combine strong German labour law knowledge with a pragmatic, people-focused approach to change and organisational development? Then this is the right opportunity for you!

Your position

In your new position as HR Business Partner, you will become part of our German HR team and support our journey towards one strong Service organisation across our German locations. You will act as a trusted partner to leaders and employees, bringing structure, transparency and practical HR guidance into a fast-growing and changing environment.

This role gives you the opportunity to work across the full HR spectrum — from employee relations, labour law and works council collaboration to organisational development, integration topics and core HR processes. You will help lay the foundation for further growth while shaping how HR supports the business in a clear, consistent and value-driven way.

Your place of work will be our beautiful, fast-growing, central office in Hamburg. The position is full-time, and you can expect to travel about 10% of your working time.

Your tasks & responsibilities

As an HR Business Partner, you will work closely with leaders across the Service organisation and provide hands-on HR support on people, organisation and change-related topics.

Your tasks will include but are not limited to:

- Advising leaders on German labour law, employee relations, contractual matters and works council-related topics to ensure pragmatic and compliant solutions
- Supporting the integration of teams, processes and HR frameworks as part of the One Service organisation to create consistency, transparency and alignment
- Driving and supporting organisational change, including role clarifications, communication, stakeholder alignment and implementation of new ways of working
- Contributing to core HR processes such as performance management, salary review, talent development, succession planning and employee engagement
- Identifying people-related risk and improvement areas and translate insights into practical actions that support stability, growth and a strong leadership culture

Your profile & qualifications

We are looking for a communicative, structured and emotionally intelligent HR Business Partner who can build trust at all levels of the organisation. You are confident in advising leaders, diplomatic in sensitive situations and pragmatic when turning complex HR topics into workable solutions.

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

- Solid experience of more than 5 years as an HR Business Partner, ideally gained in an international or matrix organisation
- Strong knowledge of German labour law, employment processes and collaboration with works councils
- Experience in change management, organisational development and stakeholder management
- Degree in human resources, business administration, psychology or a related field, or a comparable qualification
- Fluency in German and English, combined with strong communication skills, analytical thinking and a solution-oriented mindset
- Experience in recruiting, HR controlling, PowerBI and Excel is considered an advantage

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.

Care to join the movement?

Change. With us.