

HRIS Analyst

Do you thrive in the interface between data, systems and business processes? Are you motivated by hands-on data analysis, problem solving and driving process improvements in a complex HR system landscape? Then this could be your opportunity. Join us on our growth journey and help make a real impact in our organization!

Your position

We are currently looking for a new colleague to be responsible for HR Master Data in our People Platform HERO (Catalyst One), our ERP system IFS, and further developing the integration between HERO and IFS. You'll be joining 30 dedicated colleagues in the People & Culture department, where leaders encourage you to take responsibility, stay curious, develop new skills and take on new challenges. You will report to the Director, HR Operations, Antje Larsen.

At Semco Maritime safety is a core value, and in this role, you will contribute to maintaining and promoting a strong safety culture while delivering innovative solutions. Above all, your work will make a real change for the global energy sector.

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 you can expect limited travel.

Your tasks & responsibilities

With the continued growth of Semco Maritime, we have an important task to ensure clear and well-established processes around HR Master Data. You will play a central role in supporting the HR Operations team with leveraging the People Platform.

While safeguarding our HR Master data and further developing the system architecture, you will enable strong people processes, HR master data and a professional employee lifecycle through our People Platform. You will work independently and in close collaboration with the entire P&C department and the IT department.

Your tasks will include, but are not limited to:

- Proactively contribute to the development and optimization of the HR system landscape, including integrations between HR systems.
- Ensure accuracy, quality, and governance of HR master data across systems.
- Ensure alignment between HR data, processes, and systems across the P&C organization.
- Collaborate closely with IT on system integrations, data quality, and technical solutions.
- Drive and improve processes related to HR master data and the employee lifecycle.
- Support and enhance employee lifecycle processes through data, automation, and system improvements.
- Identify opportunities for standardization, efficiency improvements, and automation of HR processes, and implement these – with the help of AI where it makes sense.
- Participate in projects related to HR systems, data flows, and people analytics initiatives.
- Translate business needs from HR and stakeholders into data and system solutions.

Your profile & qualifications

We imagine that you are a collaborative and proactive team player with strong analytic skills. You bring curiosity, structure and the ability to prioritise your work, and you maintain a calm and solutions-oriented approach - also when things get busy.

You communicate easily with both leaders and specialists, and you contribute with a dependable and forward-thinking mindset that supports optimisation and change. With your enthusiasm and drive, you handle complex tasks while remaining focused in a dynamic and diverse environment.

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

- A relevant master's or bachelor's degree in IT, Computer Systems, Business Administration or Human Resources is preferred combined with similar experience.
- 0 - 5 years of well-rounded data and HR systems expertise, with the ability to navigate and improve processes and practices across different systems.
- Experience with working with HR-related IT systems such as CatalystOne and a data- and process-driven mindset.
- A strong interest in HR processes, systems, master data management and driving improvement projects.
- Strong communication skills in both Danish and English.

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.

We conduct our interviews on an ongoing basis, so if you are interested, you must submit your application as soon as possible via the link on the page.

If you have any questions about the position, you are welcome to contact Antje Larsen, Director, HR Operations at +45 5077 2627.

We look forward to hearing from you!