

HR Manager - Major Defence Project, Frederikshavn

Are you an experienced HR professional ready to support one of Denmark's most important defence projects? We are looking for a proactive and strategic HR Manager to drive people initiatives and ensure operational excellence on a large-scale program.

Your position

In your new position as HR Manager, you will be a valuable member of the dedicated Project organisation in Frederikshavn, whose mission is to deliver the next generation of Arctic ships for the Danish Navy. You will have the chance to take ownership of the full HR agenda on a large-scale, high-impact programme. Above all, your work will make a real change in a nationally significant defence project.

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 in Frederikshavn, at our ship assembly facility. The position is full-time and limited travel activity can be expected depending on project needs.

Your tasks & responsibilities

As HR Manager, you will become a key member of the project leadership team, supporting workforce planning, talent acquisition, people development, and stakeholder management across a complex, high-security defence environment. You will act as a trusted partner to project leadership while ensuring compliance, strong employee engagement, and effective HR processes. You will contribute to the overall management of the annual HR cycle and support leaders.

- Lead HR operations for the project, including onboarding, workforce planning, and employee relations.
- Drive recruitment for critical technical and operational profiles in collaboration with our Talent Acquisition team.
- Develop and implement training and competence strategy for Employees.
- Support leaders with coaching, performance management and organisational development.
- Ensure compliance with Danish labour law, defence-sector security requirements, and company policies.
- Build a strong site culture with a focus on wellbeing, collaboration, and strong performance.
- Contribute to change management, communications, and capability development initiatives.

Your profile & qualifications

We are looking for an experienced and proactive HR professional who is passionate about working in complex project environments and wants to leave their personal mark on a nationally significant programme. You have a structured and strategic approach to your work and are eager to support both people and business performance. 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 imagine that you have:

- Degree in HR, Business Administration, or similar.
- Minimum 5-7 years of HR experience, preferably from large-scale projects, defence, engineering and/or production environments.
- Strong knowledge of Danish employment law and HR processes.
- Experience working in environments requiring confidentiality and security clearance (NATO or similar is an advantage).
- Excellent communication skills in both Danish and English and the ability to work with many stakeholders.
- Structured, proactive, and able to navigate complexity.

Welcome to Semco Maritime

At Semco Maritime, we create change. For people. For projects. And for the planet. By joining us, you will become part of a community of over 2,300 dedicated thinkers and doers who drive meaningful change and leave their mark on the world.

Change is essential, and we always keep our eyes on the journey - how to get there.

We provide the answers needed to make change real, believing that ambitious goals can only be achieved through hard work and innovative, 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 better future.

So yes, working for us will spark change – and may well change you too.

Care to join the movement?

Change. With us.