

Team Leader, Payroll

Deadline:

03-09-2026

Are you an experienced payroll professional who thrives at the intersection of people, processes, and technology? Do you enjoy leading teams, improving systems, and ensuring employees receive a seamless payroll experience? Join Semco Maritime as Team Leader, Payroll and play a key role in transforming payroll operations while supporting our growing international business.

Contact data:

Antje Larsen

Location:

Denmark , DK - Esbjerg

Your position

You will lead a dedicated payroll team of five specialists and own payroll delivery for Denmark while driving process excellence and digital development. As our Team Leader, Payroll you will have significant influence on how payroll services evolve and work closely with HR, IT, Finance, and external partners to improve the employee experience across the organisation.

As our new Team Leader, Payroll you will step into a key role with a high degree of visibility and influence across the organisation. You will have the opportunity to shape how payroll services are delivered at Semco Maritime, lead a dedicated team of Payroll Coordinators, and drive improvements that create value for both employees and the business.

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 reliable, compliant and efficient payroll processes.

Your place of work will be at our Global HQ in Esbjerg, the hub of the Danish energy industry, located directly at the waterfront. The position is full-time, and no travel is expected.

Your tasks & responsibilities

As Team Leader, Payroll you will be responsible for hands-on payroll processing, process ownership and team leadership of the Payroll team.

Your tasks will include but are not limited to:

- Leading and developing a team of five Payroll Coordinators
- Ensuring accurate, compliant and timely payroll delivery
- Driving payroll process optimisation, automation and standardisation
- Acting as the key payroll partner for managers, employees and internal stakeholders
- Collaborating with IT and external vendors to enhance payroll systems and integrations

Your profile & qualifications

Beyond your payroll expertise, you are a trusted advisor who enjoys collaborating across functions and leading continuous improvements. You have a natural ability to balance operational details with strategic priorities and are motivated by helping both your team and the wider organisation succeed.

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

- A Bachelor's or Master's degree within HR, Finance or office administration
- 3+ years of operational payroll experience and end-to-end payroll expertise
- Solid experience working with different systems in a large organisation
- Experience with team leadership, coaching, stakeholder collaboration and process improvement
- Fluency in both written and verbal 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 2,300 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.