

Global HR Business Partner

Competitive salary plus annual bonus

Located in Cardiff or Amsterdam

Atradius

The Atradius Group provides trade credit insurance, surety and collections services worldwide, and has a presence through 160 offices in 52 countries. The products offered by Atradius protect companies around the world against the default risks associated with selling goods and services on credit.

At Atradius, we believe in personal development and the Growth Mindset. Our Culture is based on teamwork, reliable accountability, constantly improving and unrivalled service.

Read on more on our Career site: <https://careers.atradius.com/en/careers>.

Job Description

This is a unique opportunity to join a forward-thinking organisation with a truly global footprint. Atradius Collections is part of the wider Atradius Group, bringing together around 400 colleagues across 40 countries. We are currently undergoing an exciting period of transformation to modernise how we work, unlock new opportunities, and position ourselves for long-term growth.

Our people are at the heart of this journey and this role offers the chance to make a real impact. This is a hands-on role, combining strategic partnering with day-to-day delivery across multiple countries. You'll work on a global level with senior leaders to support change and help build a future-ready organisation.

You will also benefit from the support of a strong network of local HR teams across our countries, providing expertise on local policies, procedures and employee relations.

Key Responsibilities

Business Partnering

- Act as a trusted advisor to the leadership team
- Align people strategy to business priorities, ensuring focus and delivery against key objectives

Change Management

- Coach leaders to lead change effectively and role model desired behaviours
- Supporting unit mergers, acquisitions and diversification strategy

Leadership Development

- Lead recruitment for senior roles
- Strengthen leadership capability through coaching and targeted interventions

Talent Management

- Deliver talent and succession planning to build a strong talent pipeline
- Identify future skills needs
- Lead talent management initiatives including our International Movement Programme

Engagement & Employee Experience

- Drive initiatives to maintain high engagement, wellbeing and support retention
- Embed our ESG strategy

Reward

- Deliver the annual pay review and bonus process globally, working closely with local HR teams to ensure alignment with reward strategy and adherence to pay-related regulations such as EU pay transparency

Reporting, Data & Continuous Improvement

- Headcount and HR budget reporting for the organisation
- Use data and insights to inform decision-making and identify risks/opportunities (exit interview trends, engagement survey results, workforce trends)

Essential Skills and experience:

- Proven experience in HR Generalist or Business Partner roles
- Experience driving cultural and behavioural change
- Ability to handle fast-paced environments
- Ability to influence senior stakeholders and challenge constructively
- Data-driven mindset
- Team player – able to self-motivate and work on own initiative
- Willingness to travel internationally

Desirable Skills and experience

- International HR experience
- Experience supporting change programmes/ managing HR projects
- Experience of compensation benchmarking and reward design
- Exposure to digital transformation and AI adoption in HR or business processes

What do we offer?

- A dynamic, international and challenging work environment
- Opportunities for business travel
- Training and support to reach your full potential including the opportunity for continuous professional development
- Attractive terms and conditions, including competitive salary, pension package and a range of flexible benefits and rewards
- Hybrid working (3 days office working a week)

Equal opportunities for all

The success of our organisation stands with the quality of our people and the ideas they have. Insights and innovative solutions for our customers are the result of an interplay of cultures, knowledge and experience. That is why diversity is extremely important to Atradius. To ensure that all colleagues within Atradius can develop their qualities, we promote an inclusive culture in which everyone feels involved and valued. We encourage and welcome everyone to apply to our positions.

I am Atradius! - Do you want to know who we are?

Get to know Atradius colleagues in this

video: <https://www.youtube.com/watch?v=NnsgT04OpTU&t=4s>