

**HAPAM Poland in Lodz needs a
HR specialist**
who likes to be a 'culture shaper' and is ready to support the
management

HAPAM is an independent manufacturer of High Voltage Disconnectors and Earthing Switches for outdoor and indoor substations (voltage range 36kV – 800kV) and has supplied more than 200.000 disconnectors in over 100 countries worldwide. HAPAM companies operate from modern and well equipped premises in Netherlands, Poland and Vietnam. HAPAM maintains a continuous policy of improving processes and the design of disconnectors, delivering state of the art solutions. This makes HAPAM one of the leading disconnector manufacturers in the world. In Lodz we are with 120 people; 100 production, 20 in office.

The energy transmission industry is very prudent and conservative in order to be reliable, however innovation in our work and production processes makes us stand out in the industry. Paramount in our manufacturing process is the reliability of our final products. Our products need to function under all exterior circumstances often after having been idle for years.

The general management at HAPAM Poland is slowly changing and this creates the opportunity for adding an HR specialist to support the management team and will have an important influence on shaping the culture in the company.

Necessary tasks will be;

- Assessing the performance of various teams and indicating what training / support they need.
- Initiating team development and learning activities.
- Hiring new people.
- Leading role in onboarding.
- Help to define career paths / job rotation systems for our colleagues.
- Ensuring compliance with all people related administration.
- Evaluating and fine-tuning our remuneration system, payroll is done externally.
- Be the first point of contact for the employee representatives.
- Be the liaison with schools and universities.
- Implementing necessary HR tools.

Secondary or occasional tasks might be;

- Any matter might come up for the management team, if your competences fit best for the task we will ask you to pick it up.
- Be a stakeholder with our social activities.

What you can expect;

- HAPAM is a Dutch family owned company with a rich history. The culture in the group is no-nonsense, do what you promise, do it well and with respect for all people around you. We believe that all our colleagues have their specific contribution to our activities. If for some reason it does not work we will try to work out a way that works best for this person and for the company. If someone is in need, you help. If all is ok, do what is expected and contribute.
- Many of the people at HAPAM Poland who were young in the 90's are starting to enjoy their pension, making place for the young generation of today. Besides this HAPAM's reach in the world is growing, the electrical energy industry is in need of our

products for the next decades. So the movement is there, now we want to use this as an opportunity to make the next steps into the future.

- You will be the first HR specialist in the company, there is no path paved yet for you.

What do you bring?

- Relevant academic background.
- Knowledge of the HR best practice across Employee Relations, Reward, Resourcing, Development and Employment Law.
- 3 years of Human Resources experience, across different aspects of the HR function
- Experience in a generalist capacity providing support across a variety of HR sub functions will be an asset.
- Change management skill set.
- Ability to remain tactful, calm, and persuasive in controversial and/or confrontational situations, as well as handle multiple competing priorities.
- Good spirit and easy to communicate with people.
- Accuracy, you know when a deadline is coming up. You like to have order around you.
- Fluent in Polish and English, German is a plus.
- Good in Microsoft Office applications. Especially Outlook, Excel, Word.

More information on this job you can get from our HR consultant Monika Siudek; m.siudek@flyconsult.pl / 693 073 437.

Please send your CV to nico.pulskens@hapam.pl .

