

## Senior HR Manager, Global processes & projects

*Are you ready to embark on a journey to help an energy technology & engineering company in its leap towards future? Are you burning to leave your footprint on a company's global HR practices? Do you love getting the best out of people by providing them with easy user experiences, clear structures, systems and guidance? Are you happy to navigate a varied role with a global group of stakeholders and a mix of regular tasks and alternating development projects?*

### Who are we?

SFW (Sumitomo SHI FW) is a world leader in combustion and steam generation technology. We have sold close to 500 circulating fluidized bed steam generating units around the world; to utilities, independent power generators, municipalities and industrial clients. Our leadership position in CFB combustion results from our commitment to deliver superior designs providing high efficiency, fuel flexibility and low emissions. We pride ourselves in being able to cleanly and reliably convert the widest range of low-quality fuels, waste materials and waste heat into affordable sustainable power, heat, syngas and steam for our clients. We are over 1 000 people globally and serve customers all around the globe. Our parent company, Sumitomo Heavy Industries, supports us greatly on our growth journey.

### Your new role and responsibilities

We are now looking for a Senior HR Manager, Global processes and projects. The person in this role will be part of our supportive yet ambitious global HR leadership team and report to the head of global HR operations.

While our HR organization and HR/People practices were thoroughly re-established after the the Sumitomo Heavy Industries acquired this business two years ago, there is still a lot to create, start, develop and finalize. We want our managers and employees be 100% promoters of chosen people practices and we also have mandate to develop the kind of people practice we feel will benefit our business most. While energy industry is at very transformative phase, our company is that, too, and as part of the HR team you get to influence how we change together as a company.

In your new role you will impact all this by:

- Owning, together with head of Global HR operations, the global HR processes map, related documents, checklists, templates, use cases, communication plans & materials and trainings. You will define and develop standards and requirements for conception, steering, measuring and optimizing end-to-end HR processes
- Acting as an HR Process owner for certain HR processes yourself. Working closely together with other HR process owners and HR system owner to develop the processes based on company strategy & needs as well as user (HR, managers, employees) feedback and needs.
- Running the HR annual cycle e.g. ensure the HR process global deployment making it easy for local HR managers to serve their customers throughout each process and task. You will help organization run efficient, easy-going, user friendly global processes. You will act as a planner, trainer, orchestrator, monitorer, summarizer and communicator for the processes, and this way, you will be the wingman for head of global HR operations.

- Driving HR related development projects from initiation to delivery and follow-up, responsible for the cost, time, scope and quality. Examples could be incentive design renewal, talent management, employer branding or other. Brings in learnings from other companies, translates needs into specifications & requirements, seeks in alternative solutions and options, builds buy-in etc.
- At a later stage, when we have the HR practices more developed and in-tune with the needs, you may also act as a HR business partner for an assigned group of internal customers.

#### **What we would like you to bring with you to us**

- MSc of relevant field
- A minimum of 8 years of HR generalist experience, at least partially from global operating environment and possibly from an industry & company, in which HR is a relatively mature function. A good basis for this role is also having been an HR business partner for a group of internal customers.
- Expertise from more than one HR areas for example talent management, compensation and rewarding, resourcing etc.
- Strong business acumen and analytical skills with keen interest to both develop and execute structured comprehensive short- and mid-term plans. Ideally you have run HR projects or other projects during your career.
- Superior communication and engagement skills, including the ability to interact credibly and diplomatically with individuals at all levels of an organization. Proven track record of creating easy going and clear communication materials, reports and visualizations, give presentations and facilitate group discussions. Professional fluency in English language.
- Business and customer orientation, with the ability to balance and manage the evolving plans and needs of an organization from different perspectives. Ideally you know already a lot about user centric design / service design.
- Results orientation and proactivity with eye for both big picture and details.
- Energetic, positive and solution-oriented approach that inspires trust and collaboration

This role is newly established and based in Espoo, Finland, and company will not sponsor relocation of the candidate nor visa/work permit.

How to apply: Please send your cv and application to [sfw.fi-recruitment@shi-g.com](mailto:sfw.fi-recruitment@shi-g.com) on 26<sup>th</sup> May at the latest. More information: Marta Foltyn, Head of Global HR Operations, tel +48 663 663 225. Call times Fri 17<sup>th</sup> May and Fri 24<sup>th</sup> May, 3-4 pm Finnish time.