



EXTERNAL JOB BRIEF

Culture & People Business Partner Nordics



THE COMPANY

"Caring for People's Health as a Trusted Partner"

This mission motivates STADA every day to improve the health of people worldwide. With their wide range of generics, consumer health care products and specialty pharmaceuticals, they offer patients, doctors and pharmacists a wide range of therapeutic options.

STADA is a leading manufacturer of high-quality pharmaceuticals. With a long-standing heritage rooted in pharmacies, they have been perceived as a reliable and trustworthy partner for more than 120 years. With their products they help people protect and regain a dignified and able life and they ensure that everyday health remains affordable. To their employees, they offer an attractive working environment in which personal development is of great priority.

STADA's story begins: According to pharmacy historians, STADA's zero hour is March 14, 1895. Forward-looking pharmacists team up to economically produce joint preparations. This gives rise to joint preparations being produced in participating pharmacies for example, in Berlin, Dresden, Würzburg, Darmstadt and elsewhere, initially in very small circles. A pharmacist association is also founded in Dresden. This is where STADA has its roots. From these beginnings, similar organizations then begin to develop on a larger scale.

Worldwide, STADA Arzneimittel

STADA is a well renowned company founded in 1895. It sells its products in approximately 120 countries. Branded CHC products are among the top sellers in their respective product categories. In fiscal year 2018, STADA achieved adjusted Group sales of more than EUR 2 billion. In 2020 STADA Nordic had a turnover of EUR 67 million. The secret behind this success is the dedicated efforts of the roughly 10,900 employees of the STADA Group worldwide.

STADA and Sanofi have entered into a distribution agreement whereby STADA will distribute and market Sanofi's portfolio of well-established consumer healthcare brands. This agreement came into force in December 2021 in 25 countries across Europe. The agreement covers approximately 50 well-established consumer healthcare brands currently marketed by Sanofi in these territories. The therapeutic categories are allergy, cough & cold, sleep and digestive health.

STADA's strategy has consumer healthcare playing a central role alongside prescription generics and specialty pharmaceuticals. STADA is already a top-five consumer healthcare player in Europe by sales. They are strengthening their position through a combination of organic expansion, through line extensions and brand launches in additional markets, as well as inorganic business-development deals such as the recent acquisitions of Walmark and a portfolio of selected consumer healthcare brands from GlaxoSmithKline last year.

THE NORDIC ORGANISATION

The Nordic Culture & People Business Partner is a newly created position, and you will be part of the leadership team and will report directly to the GM.

You will become part of a dynamic, international and Nordic team with cross functional collaboration with the entire Stada organization.

STADA Nordic ApS had a turnover of more than EUR 100 million in 2023. The Nordic organization counts approximately 50 employees across Denmark, Sweden and Finland. With Head Office in Herlev, Denmark and two Branch offices in Stockholm and Helsinki respectively, we distribute products from our central warehouse in Denmark to wholesalers and pharmacy chains in Denmark, Norway, Sweden, Finland and Iceland. Currently, we have a product portfolio of around 1,500 different sales packs across the company.

THE POSITION

Unique opportunity to set your footprint in the entire Nordic organization as the first Culture & People Business Partner.

In this role, you will be the sparring partner for the GM and the leadership team and will support our managers and employees in all HR matters. Especially regarding strategic HR topics such as organizational development, personnel development, succession planning, as well as change and transformation projects, you will be the competent contact person for the Nordics. You will also be responsible for local (internal) communication.

You will have a very central and independent role which requires a can-do-attitude, pro-active behavior and high collaboration skills.

Responsibilities

- 🕒 You will be the trusted contact person for the GM, the leadership team and the managers on HR topics such as leadership, performance management, compensation, personnel development and succession planning
- 🕒 You manage transformation and restructuring projects and actively accompany organizational development in your area of responsibility
- 🕒 Recruiting and onboarding of new employees in the Nordics in close cooperation with the managers
- 🕒 You take on a project management role and/or expert role in overarching HR projects and initiatives
- 🕒 You advise on questions about HR policies, processes and the analysis of HR KPIs
- 🕒 You are responsible for the local roll out and implementation of Global C&P and Communication projects in the Nordics
- 🕒 You will conduct trainings / workshop with the managers and employees in the Nordics
- 🕒 You steer the local service providers in the Nordic countries

THE CANDIDATE

The ideal candidate for this position is an extroverted person with great people skills and grit as the role entails communication and teamwork across the organization. Furthermore, the candidate must demonstrate a high level of integrity and confidentiality with ability to work in a challenging and dynamic environment.

Professional background

- ☞ You have successfully completed a degree in business administration, psychology, law or social sciences with a focus on human resources or can prove comparable education/professional experience
- ☞ Several years of experience as an HR/C&P Business Partner or a comparable role
- ☞ You are experienced in working with senior management and in leading change projects, organizational and personnel development projects
- ☞ You are a brand ambassador for our STADA values and drive cultural change with us
- ☞ You feel comfortable in a modern, dynamic corporate culture and are used to fast decision-making processes. Ideally, you have worked in a company with a matrix structure
- ☞ You are focused on client needs and efficiently resolving their requests and challenges
- ☞ You have excellent knowledge of the English language
- ☞ Knowledge from SAP SuccessFactors is an advantage
- ☞ Experience with employment law in the Nordic countries

Personal background

- ☞ You are proactive and energetic & innovative
- ☞ You are honest, clear, and open in communications
- ☞ You are strong in building and maintaining relationships
- ☞ You can communicate cross functional and international
- ☞ You have great collaborations skills
- ☞ You are structured and able to manage multiple tasks

SUCCESCRITERIES

In this position, you have a unique opportunity to combine your broad knowledge of human resources and entrepreneurial mindset to build up this new function at Stada Nordic. You get motivated by bringing your professional and personal competences into play and like to challenge yourself and the organization.

CHALLENGES

- ☞ Secure focus in a busy and changeable environment
- ☞ Need the ability to manage multiple tasks in a dynamic corporate culture with a fast-decision-making process
- ☞ Operational – need to be pragmatic

WHAT CAN YOU EXPECT

- ☞ An open corporate culture with short coordination and decisions channels and a lot of potential for your personal development
- ☞ Individual training and further education offered
- ☞ Flexible working time and mobile working according to policies
- ☞ A competitive salary and benefit package
- ☞ An international and Nordic environment with lot of contact points
- ☞ Travels are to be expected

WORKPLACE

Marielundsvej 46A, 2730 Herlev

Possibility to work from home 2 days/week.

IT COMPETENCES

- 🔗 Excellent computer skills (MS Office)
- 🔗 SAP

CONTACT INFORMATION

Jeanette Stids-Jønsby

jeanette@ifind.dk

+45 20301013