

Profile Member Supervisory Board Alfen N.V. HR

Key responsibilities & objectives for this position

- Special focus on (international) HR items, including organization, selection and remuneration;
- Supervising the development, execution and evaluation of strategy;
- Supervising the organization and its performance as well as the continuity thereof;
- Supervising the functioning and actions of the management and the continuity thereof;
- Supervising the relationship pattern with the most important stakeholders and the external reputation;
- Supervising the working climate and the quality of the representative consultations;
- Providing solicited and unsolicited advice to the management and acting as a sounding board through the input of knowledge, experience and expertise;
- Taking statutory assigned decisions, such as important strategic decisions, organization, (dis) investment and performance decisions;
- Functioning as an employer for the management;
- This non executive board role is focused around all related aspects of the company;
- Preparing the annual meetings.

The Ideal Candidate

Nationality	:	Open
Education	:	University level
Language skills	:	Fluent in English. Good command of the Dutch language is a plus
Industry	:	Among others, the renewable energy and technology sectors, battery companies, telco, electrical & electronic manufacturing, high-tech, solar, network and industrial

Professional Experience

Professional background - Executive with background and experience as board member in an entrepreneurial environment; Special expertise and background in HR. Affinity with the energy transition.

Talent Obsessed – Drive talent management process to identify, develop and build leadership for key roles. Keep inclusion and diversity at the forefront by developing high-impact practices that support business priorities.

Integrator and Connector – Provides sound insights and guidance on organizational design and workforce trends. When required, builds bridges between management & workforce by listening and providing sound, fair and credible advice.

Business management - Experience in an international business environment, preferable with manufacturing and/or assembly.

Stakeholder management - Understands Corporate Governance of a stock listed company. Challenges, facilitates and manages stakeholders, internally as well as externally. Sparring partner to the CEO and the management team.

International experience - Understands the world of fast-growing companies in an international context.

Personal Characteristics

Analytical - Solid and conceptual with strategic skills. Sharp mind, strong analytical skills, good sense of business models. Service minded spirit and attitude. Ability to switch from high-over to detail.

Executive presence - Understands different roles of Executive and Supervisory Board and can balance between distance and involvement. Highest level of integrity and personal values.

Trusted Advisor – Is a trusted advisor to managers and advises and supports them in their dealings with the workforce and, if applicable, the unions.

Natural Leadership - Can be challenging, but motivating at the same time;

Can quickly grasp the essentials of the business; Quality is key. Teamplayer.