



NUMIDIA

YOUR EXPERT PARTNER IN DAIRY

For the HR department at our HQ in Herten (Roermond) in the Netherlands, we are looking for a

HR Business Partner (M/F)

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If you are interested in a challenging, international and dynamic function in a fast-growing organization, we are looking for you!

The position

As an HR Business Partner at Numidia, you will play a pivotal role in shaping, developing and supporting our global HR landscape. This role is ideal for a professional who enjoys operating at both strategic and operational levels, contributing directly to the growth of our people, teams, and international offices.

In this position, you will not only drive key HR initiatives, but also act as a true partner to the business: helping managers grow to the next level, strengthening their leadership skills, and supporting them in all people-related matters.

You will guide managers in making thoughtful, future-proof decisions, challenge them where needed, and ensure a consistent, high-quality HR approach across the organization.

You will work closely with another HR Business Partner, our Office Manager, who is responsible for the operational side of recruitment, and you will support the Chief HR Officer in driving and professionalizing HR across the organization.

You are responsible for strengthening our HR processes, optimize systems, elevate talent development, and ensure we attract and retain the right talent globally.

This is a broad and impactful international HR role with room for initiative, improvement and future growth, especially as our business continues to expand in Europe, Asia, the Middle-East and the Americas.

Tasks and responsibilities

HR Business Partnering

- Act as sparring partner for managers, advising on people-related topics such as performance, development, engagement, workforce planning and organizational structure.
- Drive organizational development initiatives by identifying team or leadership gaps, advising on structure and role clarity, and supporting managers in building high-performing, future-ready teams.
- Collaborate closely with other HR Business Partner.

Talent Management & Workforce Planning

- Coordinate and oversee the recruitment process while the Office Manager manages day-to-day execution; provide direction and coaching given their limited experience.
- Act as a strategic partner to managers by challenging hiring decisions and guiding them toward selecting the right talent for the right roles.
- Contribute to building long-term talent pipelines across all regions.
- Build and maintain strong relationships with universities and educational institutions globally.
- Shape Numidia's future talent strategy by strengthening our internship and graduate pipelines.
- Ensure internship assignments align with Numidia's strategic goals and drive the inflow of high-potential talent.
- Explore and design a potential trainee program for global implementation.
- Further enhance and coordinate our onboarding program to ensure high engagement and strong cultural integration from day one

AFAS Optimization & HR System Development

- Further develop and optimize AFAS across all countries where Numidia operates.

Learning & Development

- Support our ambition of minimum 30 training hours per employee per year.
- Develop and coordinate strategic training programs such as:
 - Commercial leadership
 - Leadership development
 - Talent development programs
 - Intercultural training
 - Communication skills
- Identify and collaborate with external learning partners to ensure high-quality programs.

ESG, Reporting & HR Analytics

- Support our annual sustainability process, with emphasis on social policies, compliance and people-related KPIs.
- Strengthen our HR analytics and reporting capabilities through data-driven insights.

International Mobility

- Coordinate all global mobility processes, including international assignments, visas/work permits, and relocation arrangements.
- Act as HR liaison for employees abroad and work closely with our tax advisor to ensure compliance with global tax, immigration, and social security requirements.
- Oversee seamless administrative handling of international moves by aligning HR, managers, payroll/finance, and external partners.

We offer

- ✦ Challenging job within a young, international company with a strong growth ambition
- 🏆 Proud to be certified as a Great Place to Work – join a culture where people come first!
- 🏢 A fantastic new office – inspiring & modern
- 📅 28 vacation days, increasing to 30 in the coming 2 years
- 🚗 Travel allowance
- 💰 Full pension contribution – paid by Numidia
- 🍱 Unique perk: Fresh lunch 3x per week – together with your colleagues
- 📚 Continuous development opportunities – grow your expertise and career

We are looking for a HR Business Partner who

- Has Bsc or Msc degree;
- Has a minimum of 5 years relevant experience;
- Excellent analytical and communicative skills;
- Possesses the following competences: Teamwork, Effective Communication, Management and Responsibility, Leadership, Focused and Initiative, Relationship building, Analytical, Financial Awareness;
- Strong knowledge of related HR software and tools, such as AFAS. Along with affinity for MS Excel, MS Powerpoint and working with AI;
- Is fluent in Dutch and English.

About Numidia

Numidia is a dynamic company, specialized in the international trade of quality dairy products (butter, cheese, milk powders, liquids, etc.), dairy related ingredients and dairy derivatives. Our clients and suppliers are located worldwide. Numidia has, next to the HQ in The Netherlands, offices in Montevideo, Dallas, and Singapore. We are opening a new office in Dubai. We have built a strong track record in dairy industry and with our market- and product expertise, a personal and pro-active approach and we strive for operational excellence with people who make the difference in all areas. Our core values are transparency, reliability, flexibility, authenticity and long-term relationships.

Are you interested?

Do you want to make the difference? Good! Please send your resume and motivation letter to careers@numidia.nl and we will reply shortly. If you have any questions about this open position, you can also send it to careers@numidia.nl