

NHV Group – HR Business Partner - NL (part-time)

Job summary

Are you a proactive HR professional who thrives in a dynamic, operational environment? Do you enjoy being a trusted advisor to both management and employees while driving impactful HR initiatives?

We are looking for a **part-time HR Business Partner** to support our operations in **Den Helder and Pistoohaven**. In this role, you will work closely with the VP HR to deliver a high-quality HR service that supports our people and aligns with our business goals.

As our HR Business Partner, you will be the go-to HR expert for both locations, supporting a diverse workforce including managers, pilots, engineers, and administrative teams.

You will play a key role in ensuring HR processes run smoothly, employees feel supported, and the organisation remains compliant and future-focused.

Responsibilities and areas

HR Partnership & Advisory

- Act as the primary HR contact for employees and managers
- Provide expert advice on performance management, employee relations, and disciplinary matters
- Support and coach managers in developing their teams
- Draft contracts, HR documentation, and correspondence

Projects & Development

- Lead and support HR initiatives and projects
- Deliver HR-related training sessions
- Contribute to continuous improvement of HR practices

Compliance & Employee Relations

- Ensure compliance with **Dutch employment law** and company policies
- Manage organisational changes, including restructures and redundancy processes
- Collaborate with employee representatives and unions when required
- Maintain and update HR policies in line with legislation

Wellbeing & Occupational Health

- Lead absence management and support employee wellbeing
- Manage occupational health cases with external providers
- Promote mental health and workplace wellbeing initiatives

Collaboration & Stakeholder Management

- Work closely with HR teams across **Belgium, Aberdeen, and Denmark**
- Build strong relationships with managers and teams across locations
- Travel occasionally to other bases

Payroll & Reporting

- Support monthly payroll processes ensuring accuracy and compliance
- Maintain HR data and systems with high confidentiality
- Provide HR reports and insights to support decision-making
- Contribute to HR budgeting processes

What you bring

Experience

- Proven experience in a similar HR Business Partner (or equivalent) role
- Strong knowledge of **Dutch employment law**
- Bachelor's degree in HR, Business, or related field
- Master's degree in Psychology

Skills

- Fluent in **Dutch and English** (spoken and written)
- Strong communication and stakeholder management skills
- Proactive, solution-oriented mindset
- Ability to prioritise and manage time effectively
- Resilient, hands-on, and enthusiastic approach

What we offer

Join the Thrilling World of Aviation

Step into an exciting career in an international helicopter services company that combines a youthful spirit with over 25 years of industry expertise.

What We Offer

- A **competitive salary package**, aligned with your experience and expertise
- A **company laptop and phone** to support you in your role
- A flexible **part-time position (50%)** with autonomy and variety in your day-to-day work
- The opportunity to work in an **international and collaborative environment**
- A role with real impact, where you act as a **trusted HR partner** to the business
- Exposure to multiple locations, with your presence required at both **Den Helder and Pistoohaven**, including **regular travel between the two bases**
- The chance to contribute to meaningful HR initiatives, including **employee wellbeing, development, and organisational improvements**

If you are a proactive and people-focused HR professional with strong knowledge of Dutch employment law, we'd love to hear from you!

<https://nhv.be/>

