



Total Corbion PLA bv
Stadhuisplein 70 • 4203 NS Gorinchem
P.O. Box 2025 • 4200 BA Gorinchem
The Netherlands

T +31 183 695 695
F +31 183 695 600
pla@total-corbion.com
www.total-corbion.com

VAT NL857252768B01
IBAN NL59HSBC0786501049
BIC HSBCNL2A

Vacancy title: HR Manager
Department: Management
Location: Gorinchem, the Netherlands
Publish date: 19th October 2021

Total Corbion PLA is a global technology leader in Poly Lactic Acid (PLA). PLA is a versatile, biobased and biodegradable polymer made from annually renewable resources. PLA offers a reduced carbon footprint versus many traditional plastics and can be used in a wide range of markets and applications. Total Corbion PLA is a young and fast growing company founded in 2017. We already operate a 75,000 Ton/year PLA plant in Rayong, Thailand and are building an additional 100,000 Ton/year plant in Grandpuits, France.

Within our management team we currently have an open vacancy for a:

HR Manager

As HR Manager, you will embody our behaviors of Set Direction, Make the Difference, Focus on Customers and Deliver Through Teamwork. For the successful candidate, these behaviors will be critical to the increased engagement of Total Corbion PLA employees and essential to fulfilling Total Corbion PLA's goals.

About the role

Total Corbion PLA has 140 employees of which 30 are located in the Headquarters in Gorinchem, the Netherlands. The HR support in the past has been provided by one of our parent companies and this role will now support our global business and our four geographical legal entities in all types of corporate HR matters.

As our HR Manager, your scope will be to provide human resources functional support to the management team in Gorinchem, our operating entity in Thailand, our project team in France and our colleagues working from various other countries. As a member of the joint venture management team, you will actively contribute towards setting up the vision of the JV future organization. You will be responsible for employee relations, labor relations, recruiting, onboarding and talent development for all locations. You will also collaborate with local support staff to ensure that processes which support human resources are being adhered to. You will provide support to approximately 140 staff and report to the CEO of Total Corbion PLA.

Your responsibilities:

- Drive recruitment for all locations and responsible for engaging with proper sources to ensure pipeline of candidates. Will coach and guide hiring managers on the recruitment process.
- Contribute to achieving the business objectives (growth, profitability, sustainability) of the organization through the development and implementation of human resources strategies, processes and programs.
- Lead HR processes such as organizational development and effectiveness, performance management, training initiatives, career development, compensation, employee relations and HR policy and strategy development.
- Builds and maintains effective working relations with the leadership teams and employees to advise both on employee-related and organizational matters.
- Provide guidance and coaching to supervisors and employees to improve working relations, deal with performance concerns, etc.

Requirements:

- Bachelor's/Masters degree in Human Resources Management, Business Administration, Education or other related field preferred
- 5-8 years of experience in general HR.
- Relevant working experience in an international manufacturing environment is preferred.
- Experience in general human resources management, international recruitment, job evaluation, training and management development is required.
- Experience with international business relationships.
- Proactive business partner with a focus on the customer.
- Ability to establish credibility and build strong relationships at all levels.
- Team player and self-starter.
- Flexibility and willingness to work on a broad variety of HR matters.
- Excellent verbal and written communication skills.
- Fluent in Dutch and English, knowledge of French is a preference.
- Hands-on mentality.
- Advanced knowledge of PC applications such as Microsoft Office (Outlook, Word and Excel).
- At least 32 hours availability is required.

What we offer:

We offer a competitive remuneration and benefits. The start of your career at Total Corbion PLA offers many chances where you have the advantages of developing the organization. There is an informal atmosphere and the culture promotes self-management. Total Corbion PLA offers you the unique possibility to be trained by our own professionals in the world of biobased products.

Interested?

Please apply by submitting your resumé and cover letter to Jaap Krijgsman, HR Director (jaap.krijgsman@corbion.com)