

Head of HR – Maternity coverage

Keep momentum on the People agenda that powers the energy transition and lead our People initiatives during a pivotal period.

BWSC – Ever better energy!

Join us in our mission of being a trusted partner for ever better energy and making a meaningful impact on the world of power generation and energy conversion.

BWSC is a leading player in the power generation industry, specializing in the service, operations, and maintenance of power plants. We are seeking to always provide Ever Better Energy whether it comes to optimizing a conventional power plant, operating a biomass power plant or constructing new energy facilities such as power-to-x facilities. Our commitment to excellence, innovation, and environmental stewardship sets us apart in the industry.

What will you do

We are seeking an experienced and hands-on Head of HR for a maternity cover of approximately 9 months. Reporting to the CEO, you will lead our People agenda across HR operations, talent & leadership development and performance & rewards. You will lead a lean and capable team of five people (HR Business Partner, UK HR Manager, HR Consultants, and a student assistant), working closely with Executive Management to sustain momentum on our strategic priorities while ensuring day-to-day operations.

What you will lead:

HR operations and systems (main focus of role):

- Own day-to-day HR Operations and drive improvements into the end-to-end processes (hire-to-retain, onboarding, offboarding, mobility, performance, reviews).
- Lead selection, implementation, and adoption of HR tools and systems (e.g., HRIS, performance/engagement platforms), incl. business case, vendor management, configuration, testing, rollout, training, and change management.
- Standardize data models and improve HR data quality; enable robust reporting and people analytics dashboards that inform leadership decisions.
- Simplify and digitalize where it matters e.g. by removing manual work, reducing cycle times, and improving employee/manager self-service and the People team's operating rhythm.
- Ensure governance and compliance across policies and processes (labor law, DEI commitments, ethics), working pragmatically with Legal where relevant.

Strategy to impact

- Ensure continued momentum on the existing People plan - keep priorities clear, follow through on agreed initiatives, and maintain cadence and progress tracking across the team and leadership stakeholders.

Talent and leadership

- Secure smooth execution of ongoing recruitment, onboarding, and employer branding activities.
- Maintain quality and consistency in key talent processes and support leaders in applying existing frameworks effectively.
- Continue the build on leadership capability with pragmatic development and succession practices fit for a lean setup.

Performance and rewards

- Oversee the established processes for goal setting, feedback, calibration, and compensation.
- Ensure timely execution, data accuracy, and compliance with internal frameworks and EU pay transparency requirements.

Learning, engagement, and culture

- Deliver the current learning, development and engagement plan; keep participation and completion rates high and act on feedback with practical tweaks.
- Deliver on the planned Leadership development activities and ensure alignment on the approach across the company.

Change and organization design

- Support ongoing transformations and scaling with clear operating models, role clarity, and

practical change plans - sequenced for adoption and measurable impact.

What do you bring to the field

- Experience leading a People function in a mid-sized company (circa 300–1,500 employees) or HR Operations in a large organization - comfortable switching between strategic and hands-on.
- Credible partner to senior management, trusted advisor who can challenge constructively.
- Broad HR toolkit (TA, L&D, Performance & Rewards, HR Ops/HRIS, ER) with depth in several areas.
- Experience implementing or maturing HRIS and people analytics - turning insights into decisions and action.
- Ability to professionalize compensation & benefits (job architecture, benchmarking, review cycles, pay transparency).
- Strong grasp of Danish labor law; Nordic exposure (e.g., Sweden) is an advantage.
- Outcome-focused, data-informed, and pragmatic in execution.

Personal style

- Strategic mindset with strong business acumen; able to translate strategy into actionable people plans.
- High personal impact and integrity.
- Ability to communicate on all levels of the organization; strong collaboration and stakeholder management skills.
- Structured, data driven and outcome-oriented; comfortable with KPIs and dashboards.
- Facilitator of innovation and continuous improvement; simplifies processes and elevates employee experience.
- Strong people leader, who develop talent, build culture, and fosters accountability.
- Resilient and composed under pressure; navigates ambiguity and change with clarity.

What do we offer?

By joining BWSC you get the chance to impact and contribute to meaningful projects that promote sustainability and environmental responsibility. We offer an exciting position in a dynamic, skilled, and collaborative work environment. Further we promote opportunities for professional development and growth.

We have a great canteen, fitness facilities, and an active Staff Club contributing with various types of social events and activities. Our headquarters is located in Allerød, conveniently near the train station and just a 30-minute ride from central Copenhagen.

We look forward to hearing from you

This is a full-time, fixed-term maternity cover of approximately 9 months, starting primo 2026. We will review applications and proceed with relevant candidates on an ongoing basis, so please submit your application as soon as possible, and no later than December 15th, 2025.

We look forward to receiving your application. If you have any questions regarding the position, feel free to contact CEO, Jens Peter Koch at jeko@bwsc.dk

BWSC wants to promote equality and diversity. We encourage all qualified candidates to apply - regardless of ethnic background, gender, sexual orientation, disability, religion, or age. We therefore recommend not stating age etc. on application documents.

Learn more about us at our website, www.bwsc.com, where you can read about our projects, strategy, and vision at BWSC.

BWSC does not receive, or handle applications sent via email in compliance with GDPR regulations.

About BWSC

Burmeister & Wain Scandinavian Contractor A/S (BWSC) is a global power plant Operation & Maintenance and technical service provider with engineering expertise, enabling power plant owners to deliver cleaner and affordable energy. We are experts in servicing, upgrading, operating, and maintaining energy systems for diesel, natural gas, and renewable baseload power plants worldwide. We help our customers increase reliability and availability of energy production, improve efficiency and performance of their power plant, design and integrate future-proof technologies, and secure lower cost of maintenance. At BWSC, we further work with our customers to tackle energy

storage, carbon capture, Power-to-X and related energy transition challenges.

Our people are at the core of everything we do and key to a positive relationship with our customers. We invest in our people and their wellbeing, to ensure continued success and growth of the company.