

## Gelderland, Putten

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Sony Europe B.V., headquartered in the UK, is a subsidiary of Sony Corporation. We drive Sony's leading Entertainment, Technology & Services business for consumer and professional markets, as well as Imaging & Sensing Solutions business, across Europe. Throughout all our fields including AI, biotech, or software solutions, from R&D and engineering, design, to sales, marketing, distribution and customer service, we work to deliver Sony's purpose to fill the world with emotion through the power of creativity and technology. We believe our employees are the driving force of our business and recognize that each and every one of us is original and different. Sony is a place where our unique individuals are empowered to express their creativity, share their curiosity, and to grow their passions. Be part of an ambitious global company with the power and reach to touch people's everyday lives. Together, let's make the world say wow. The HR People Partner serves as a region / country consultant to local management on human resource-related topics and to support/back up the Country HR Head, Benelux. In this role you will assess and anticipate HR-related needs of employees and feed back to the Country HR Head. The position also acts as the HR People Partner for Sales & Marketing on a Benelux level. In partnership with Country HR Head, you will develop partnerships across the HR functions (Focus Areas / Service Delivery / Payroll / Mobility) to deliver valuable service to management and employees. You will: Drives local topics discussed and presented to the Workers Council, Health & Safety committee, unions, employee forums and local legal partners such as government authorities, industry associations where applicable Support Country HR head with legal issues/ compliance/grievance or other employee topics Responsibility for the recruitment of Sales and Marketing functions G5 and below and manage individual recruitment activities and/or support business during interview and selection Identify and deliver training needs based on specific country legal requirements and in agreement with local customers which could lead to next career step / promotion / job rotation Drive performance management process and guide / support management and employees with performance improvement plans & disciplinary process, when needed Provide local compensation and reward insights and inputs where required (e.g.: supplier changes, package offers / benchmarking) as well as advising the business on reward topics or due to collective bargaining or labour law Support projects to ensure legal Health & Safety (OHS) Partner with payroll team and the HR Hub to advise proactively the colleagues in payroll, where required (e.g.: business changes, legislation changes if known) Ensure smooth arrival / exit in-country experience for assignees / expats / international assignments Support and ensure cooperation and adherence of agreed processes with Service Delivery team to achieve SLA and important metric targets You will bring: University Degree / (Bachelor or Master or similar Degree) HR experience, ideally with Employee Relations specialism Broad experience and knowledge of the legal HR framework in the Netherlands (knowledge of Belgian legal framework is a plus) Experience in working with

Works Council / employee forums Fluent in Dutch and English Experience within an international matrix organization and influencing Senior Management Life at Sony We ensure competitive salaries and benefits by using established benchmarking. We ensure a healthy work-life balance supported by hybrid and flexible working options. We are an inclusive community who dream big together, respect each other and enjoy a collaborative culture. We like to celebrate our colleagues who make a real difference to our recognition program. We also provide access to numerous services and platforms for a variety of work and life. We listen to our people through conversations, surveys, focus groups and suggestions. We also provide assistance for our working day-to-day. Our staff care about the cause they are most passionate about. You can build your career around you with our fantastic range of learning & personal development programs to enhance your skills. We also encourage our staff to try out exciting new roles in a wide range of countries, with a supportive mobility team to support you. You take that leap to bring your uniqueness to Sony. We are passionate about creating a culture that promotes equity and cultivates inclusion, diversity and belonging. We want employees with diverse backgrounds and perspectives that will stimulate innovation and have a direct impact on our creation of social value to fulfil Sony's purpose – 'to fill the world with emotion, through the power of creativity and technology'. We want you to bring your unique self to work and help shape our culture. We are Sony Europe. Our people collaborate in an environment of respect, integrity, and open-mindedness. Diverse teams from all over Europe are the driving force for our business, and we embrace the differences that make each of us original and unique. With offices in 28 European countries, Sony Europe caters to consumer, professional, semiconductor and healthcare markets with



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innovative electronics products and solutions. Our European laboratories research and develop new technologies and c...Websiteklik hier voor meer.