

SENIOR HR BUSINESS PARTNER

IFU, the Investment Fund for Developing Countries, is hiring a Senior HR Business Partner who will be part of the HR team and work with people & culture in general, and with a particular focus on leadership development.

The IFU organisation of around 115 people come from diverse backgrounds, but we all share the same purpose – to support the green transition and contribute to poverty alleviation and reduced inequalities in developing countries and emerging markets in Africa, Asia, Latin America and parts of Europe. We want to make a lasting difference in people's lives.

The Senior HR Business Partner reports to the Vice President, Human Resources, and is part of supporting the people & culture agenda by working with employee engagement programmes, L&D initiatives, as well as providing HR partnering and solve tasks within operational HR. The role drives the development and execution of the leadership development.

KEY RESPONSIBILITIES

- Take lead on IFU's leadership development programme, in close cooperation with the rest of the HR team and the people managers in IFU.
- Develop and source/deliver learning and development initiatives in general.
- Partner with people managers and carry out job design and recruitments.
- Drive the annual performance management process, incl. mid-year status, and take part in coaching/partnering with people managers on performance management and development plans.
- Provide expertise and deliver solutions within the areas of feedback, employee relations, development and coaching, and organizational development.
- Deliver HRM practices within employment law, collective agreements, work environment, remuneration, leave, vacation and exits.
- Develop and govern global people/HR policies and practices in support of IFU goals and values.

THE CANDIDATE

The successful candidate will have a background with substantial experience in the HR Business Partner role, in an international context, and a proven track record within L&D, especially leadership development.

Essential skills

- A deep knowledge of people & culture programmes and HR practices, including applicable employment laws and regulations. The latter is requested in a Danish context, and positive if experience from countries where IFU has regional offices.
- Good cooperation skills, analytical thinking, problem solving, and decision-making skills. Critical thinker with success in developing innovative solutions in support of the strategy.
- Outstanding interpersonal and communication skills. Excellent communication skills in Danish and English, both verbal and written.
- High integrity with respect to safeguarding compliance standards and company values and ethics.
- Ability to manage multiple, complex issues and prioritize projects concurrently.
- Well-versed within Microsoft Office applications.

INTERESTED? – LET'S TALK

Please forward your motivated application and CV to Advised by as soon as possible [via this link](#). Advised by supports IFU in this recruitment process, and you are welcome to reach out to Anja Thygesen with any questions, on act@advisedby.dk or +45 29 12 77 72.

ABOUT IFU

IFU is the Danish Development Finance Institution, providing risk capital to private sector companies in developing countries and emerging markets in Afrika, Asia, Latin America and parts of Europe.

Our goal is to be a best-in-class impact investor, making investments that support the green transition, as well as building just and inclusive societies in developing countries. IFU supports the Sustainable Development Goals and focuses its investment on four primary sectors:

- Green energy & infrastructure
- Healthcare
- Financial services
- Sustainable food systems

Invests on commercial terms

IFU's investments are made on commercial terms in the form of equity, loans and guarantees. In total, IFU has made more than 1,300 investments in over 100 developing countries. Contracted investments total DKK 227 billion, of which IFU has contributed DKK 26 billion. IFU currently manages an active project portfolio of 178 investments.

Read more about IFU here:

<https://www.ifu.dk/en/about-ifu/>