





HR Manager at SC Johnson Europlant

Location: Mijdrecht



SC Johnson is a fifth-generation family business and a global leader in household cleaning products. Since 1964, the Mijdrecht site has been a key manufacturing hub for the EMEA region. Here, nearly 300 employees work every day to produce iconic brands – driven by advanced technology and, above all, the human touch. That same human touch is at the heart of the HR Manager's role: giving local employees the attention and support they deserve.

As sparring partner to the Site Director and a member of the local management team, the HR Manager balances international HR frameworks with local needs. This is a role for someone who combines strategic insight with hands-on presence, helping shape HR policy in a dynamic, multicultural manufacturing environment.

Offer:

- The salary level depends on your experience and industry expertise. We'd be happy to provide you with an indication in a personal conversation.
- Bonus scheme 20%.
- Lease car.
- 26 vacation days (based on 40 hours) plus 4 additional company holidays (e.g., between Christmas and New Year).
- Cafeteria model with the option to purchase 10 additional days off (with no impact on base salary).
- Permanent contract from day one.
- Laptop and mobile phone.
- An independent and impactful role with room for personal initiative, new ideas, and entrepreneurship.

Your profile:

- At least 6–8 years of progressive experience in Human Resources, including experience in a lead role. Experience in a production or technical environment and US centered-organisation is a strong advantage.
- Proven track record in leadership and organisational development.
- Strong track record in creating and implementing contemporary HR programs in key areas such as engagement, performance, talent and rewards.
- Proven ability to drive HR initiatives in fast-paced, international environments.
- Skilled at bridging global HR strategy with local implementation, ensuring alignment with central HR and TA frameworks.
- Solid knowledge of Dutch employment law.
- Experience with HR systems, preferably Workday.
- Excellent communication skills in both Dutch and English.

You are.....

- a strong networker and diplomatic challenger who thrives in a matrix organisation and international environment.
- a team builder who can influence, challenge, and motivate people at all levels.
- a self-starter with a growth mindset, target-driven, and unafraid to push boundaries.
- able to handle complexity with sharp analytical skills and clear communication.
- Resilient and forward-thinking, with the ability to balance strategic thinking with practical execution.

How you can make impact in this role:

As HR Manager you will play a key role in supporting around 300 employees at Europlant in Mijdrecht, with full HR responsibility for the site. You will lead a team of two HR Business Partners and work closely with colleagues in Recruitment and Payroll. Your leadership will help shape the local HR roadmap while remaining aligned with SC Johnson's global HR strategy.

One of your key challenges will be to attract and retain skilled technical and production staff, such as operators. In addition, you will be focused on developing and upskilling your current workforce and managing the expected outflow due to upcoming retirements. These dynamics require a forward-looking HR approach, strong workforce planning, and compelling employer branding.

You understand how to balance local ownership with adherence to global standards and policies, including working with the central Talent Acquisition team. You will bring your own HR vision but know how to operate within a broader international framework.

You will be a key sparring partner to the Site Director and a valued member of the management team, contributing to organisational change, leadership development, and cultural initiatives that promote inclusion and engagement. You will also play a leading role in change management efforts that enable the organisation to grow and adapt effectively.

Your responsibilities:

A brief overview of your responsibilities:

- Leading and coaching the HR team at Europlant in their role as business partners.
- Support the Site Director, management team and Europlant employees in initiating and implementing HR strategies and initiatives in line with business needs.
- Manage high quality HR campaigns including employee engagement, performance and talent management, succession planning, employer branding, diversity & inclusion and rewards.
- Managing HR projects from start to finish, using insights to improve performance and translate data into meaningful actions.
- Provide strategic HR advice to improve working practices and foster a culture of continuous learning, with a particular focus on proactive absence management.
- Oversee the recruitment process and develop attractive employer branding and competitive remuneration strategies, working closely with the central TA team.
- Maintain a constructive relationship with the Works Council and lead the local industrial relations strategy in line with national legislation and global policies.
- Develop and coordinate training programmes that support both compliance requirements and the long-term development of employee skills.
- Implement change management initiatives that support the growth and adaptability of the organisation.
- Leverage HR systems such as Workday to support data-driven HR processes and decision making.
- Ensure consistent execution of HR policies and alignment with Dutch laws and practices.

Your team:

You will lead two HR Business Partners and work closely with two Payroll Support staff members (based in Mijdrecht) and two Recruiters (one based in Mijdrecht and one in Poland). You report directly to the HRBP Director Western Cluster (based in France) and have a dotted line to the Site Director Europlant (based in Mijdrecht). You will be a member of the Europlant Management Team, which consists of representatives from across the organisation, from operations to support functions.

About SC Johnson:

SC Johnson is a fifth-generation family company built on a spirit of adventure and doing what's right. For more than 130 years, SC Johnson has led with purpose, building top brands like Raid®, Glade®, Kiwi®, OFF!®, Windex®, Ziploc®, and more – in nearly every country around the world.

Through these iconic brands, SC Johnson is making a positive difference in the world. None of this would be possible without the passion and dedication of its 13,000 employees, who are encouraged to achieve personal and collective success.

SC Johnson Europlant is the largest manufacturing site in EMEA, producing brands such as Duck, Mr Muscle, OFF!, Raid, Oust, Pledge and Glade. Europlant is home to a multi-cultural team of nearly 300 employees with diverse backgrounds and languages – from Dutch and English to French, Arabic and Turkish. The plant is known for its strong team spirit and high employee retention.

Procedure:

The pre-selection process, including the first interview, is handled by Bureau Blaauw. Once you have been introduced to SC Johnson, the procedure consists of the following steps:

- Interview with the Site Director.
- Interview with the HRBP Director Western Cluster.
- Meeting with the HR team.

After successful completion of the interviews, a job offer will be made. Reference checks will be done for the final selected candidate.

Enthusiastic?

Send us your short motivation and cv before May 4. If you have any questions, feel free to contact our consultants.



Nicole Knoop
nknoop@bureaublaauw.com
06-29738597



Frank van Os
fvanos@bureaublaauw.com
06 - 24941124