



Global HR Business Partner



Rotterdam

Are you a strategic and decisive HR professional who wants to make an impact in a rapidly growing high-tech scale-up? Then Nearfield Instruments offers you a unique opportunity.

The offer



Nearfield Instruments offers compensation and benefits that are market-conform and aligned with industry standard.



30 vacation days based on a full-time employment contract.



A thorough onboarding program with a dedicated buddy.



Room for professional growth within an international scale-up.



An inclusive, open work culture centered around trust and ownership.



Collaboration in an international environment with currently 44 different nationalities.



Working alongside highly skilled professionals who are intrinsically motivated to provide our customers with the best solutions.

Your profile

- ✓ WO working and thinking level with minimum of 10 years of experience as global HR Business Partner in high tech / capital equipment industry. Scale-up/ start up experience is a pre.
- ✓ Business partnering experience and passion with Manufacturing.
- ✓ Founder mindset, driven to execute end to end and perseverant.
- ✓ Resilient, bringing things in perspective.
- ✓ Well organized, structured.
- ✓ Deep knowledge of global HR practices and local employment laws.
- ✓ Excellent communication and cultural awareness skills.

Do you recognize yourself in this?

You are someone who leads with natural decisiveness and doesn't shy away from complex challenges. Even in demanding situations, you remain resilient and focused—quick to regain your balance, maintain oversight, and adapt smoothly to change.

You know exactly which priorities truly matter at any given moment. By making sharp, thoughtful choices, you create clarity and stay calm for yourself and those around you.

And when it counts, you're the one who takes that extra step. You strive for quality, impact, and meaningful results—always willing to go the extra mile to achieve shared success.

In short: you are the driving force who perseveres, stays on course, and inspires others to move forward together.

About the role

The Global HR Business Partner acts as a strategic advisor to senior leadership across multiple regions, aligning HR strategies with business objectives. This role ensures consistency in global HR practices while adapting to local regulations and cultural nuance.

You will be responsible for the Global Operations team, based in Rotterdam and building up in Singapore. You play a pivotal role in shaping a scalable, people-focused organization. You bring structure, clarity, and efficiency to the HR processes, ensuring they support both the rapid growth and the long-term strategic ambitions. With your end to end mindset and hands-on approach, you streamline workflows, strengthen HR foundations, and enable leaders to make informed, thoughtful decisions.

Everything you do has a long-term impact at this stage of the company. You work closely together with the Director of Operations. You are member of the production leadership team and the HR team.

Some of the important topics that are on your agenda;

- Organizational change;
- Employee relations and compliance;
- Role profiles and competences;
- People development, Training and leadership development.

The team

You report to the HR Director and collaborate with a growing and motivated HR team of in total 14 persons at this moment (consisting of global HR Business Partners, HR Operations, Compensation & Benefits and recruitment). The HR Team will grow in the next coming months.

About Nearfield Instruments

Nearfield Instruments (NFI) is a fast-growing scale-up high-tech company. They design, develop, integrate, market and service advanced metrology machines. Their machines enable customers – the world's leading chipmakers – to increase the production yields, and thus, functionality of their microchips, which in turn leads to smaller, more powerful consumer electronics.

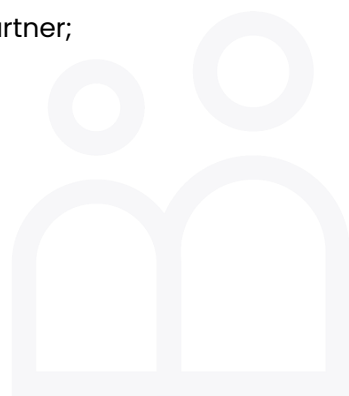
Founded in 2016, They bring together the most creative minds (approx. 380 employees) in science and technology and develop a one-of-a-kind, revolutionary high throughput Scanning Probe Microscopy system.

More information? See www.nearfieldinstruments.com

The application process

The recruitment is managed by Bureau Blaauw. After an initial selection, three interview rounds will take place at Nearfield Instruments:

- 1. Introduction meeting with HR Director and the Senior HR Business Partner;
- 2. Interview with the CEO;
- 3. Terms of employment discussion with the HR Director.



Taking the next step?

Send us your brief motivation letter and CV **before January 31th**. Feel free to contact our consultants if you have any questions.



Sabine Weck
sweck@bureaublaauw.com
06 - 54 28 74 31



Margot Milders
mmilders@bureaublaauw.com
06 - 16 04 61 50

