

**Are you a senior HR professional who wants to contribute to a strong leadership of a successful and fast-growing company? Are you looking for a dynamic job with impact, then you should be looking out for this position.**

## **Head of HR at Epiphany (PT/FT)**

### **Our Essence**

Epiphany is, as we like to call it, a Research Based Consultancy. Our passion for marketing and facts has shaped our mission 'to find the human perspective that empowers transformation'. Since 2016 we are creating impactful insights for some of the world's most ambitious and renowned brands in retail, finance, FMCG and more. We put the consumer's perspective at the center of decision making and we strive to take research and strategy to a higher level. Today, we are an Amsterdam headquartered, international and fast-growing company with a team of 50+ dedicated people.

### **Epiphany Needs you**

To empower the next phase, our people and their development are crucial. We therefore have a need for a dedicated HR professional who will further grow and professionalize the HR function and who will be a member of the Leadership Team. Priorities at hand will be recruiting for growth, to develop people development (skills) and enhance a culture of learning and feedback.

### **What you will do**

- You will lead the HR function by driving the People agenda for Epiphany.
- You are part of the Epiphany Leadership Team and will report directly to the founder/CEO.
- You are responsible for translating the company's (growth) strategy into a sustainable People strategy.
- You provide leadership and management support on all employee related issues: performance management, engagement, absence management, talent development, employee relations, etc.

- You are a partner for organizational issues and changes, including strengthening the structure and accountabilities.
- You are end-responsible for an effective and efficient processing of all employee life cycle events with an emphasis on building a pro-active recruitment pipeline and leading learning and development.
- You initiate projects for the further professionalization of the organization, a.o. develop people from medior to senior and providing people with more lengthy development paths and learning opportunities.

## **What we're looking for**

- BSc. / MSc. level
- A minimum of 7+ years of experience in an international, all-round HR role
- In depth knowledge and experience in Recruitment & Selection and Organizational & People Development
- Coach of senior management and confidential advisor at all levels within the organization
- Inspired by working in a fast-paced and dynamic environment
- Both strategic and pragmatic
- Competencies such as flexibility, resilience, decisiveness, driver, coach and enabler
- Knowledge of Dutch employment law
- Fluently speaking and writing in English
- Open minded to different cultures and approaches
- And excited about the entrepreneurial spirit within a successful growing scale-up company.

## **What We're Offering**

- The unique opportunity to have a serious impact on a growing company and our people
- In 3 to 5 days a week, according to your preference
- A salary –according to your level of seniority- around 90K per year on a full time basis
- A fun and diverse workplace. We strongly believe in the strength of combining unique values and opinions of people from different cultures and backgrounds

- The opportunity to work in an inspiring office at the Silicon Canals of Amsterdam
- Company benefits like lunch at the office, Friday afternoon drinks, a yearly trip and boating on the Canals when the weather allows us to

## **Are you interested?**

Have we sparked your interest, and do you feel you are the person we are looking for? Great! Send us your resume and cover letter to [jan.kienhuis@epiphany-rbc.com](mailto:jan.kienhuis@epiphany-rbc.com), no later than June 22. If you would like more information about the role, Britt Malcontent (+31 653 63 1930) would love to take your call.

***Epiphany: The sudden realization of the essence  
or meaning of something***

**Jan Kienhuis**

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## **The Walvis**

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