

Head of HR APAC to manage regional people and support the development of offshore wind APAC organisation

Do you want to play a key role in developing offshore wind in APAC?

Join us and become Head of HR APAC, where you will be responsible for people development in Ørsted's APAC organisation.

You will be based at our office in Taipei City, Taiwan. However, you should expect some travelling in relation to your work, both domestically and to other parts of the Asia-Pacific region as well as to our offices in Europe.

Your key tasks will be to

- Responsible for providing local HR support to resident APAC businesses and functions within the agreed P&D group framework
- Responsible for managing offshore wind P&D team in APAC
- Responsible for people development process in Ørsted APAC
- Responsible for HR annual budget
- Responsible for ensuring that all APAC businesses and functions comply with employment and related legislation and specified standards
- Responsible for ensuring all APAC business and functions comply with related Ørsted Group standards relating to pre-employment, employment and post-employment stages
- Responsible for ensuring that all contractors, consultants and third parties working for Ørsted are compliant with national, EU and other relevant legislation and standards
- Manage the provision of countries/APAC region payroll and benefits in line with contractual and legal obligations
- Manage HR database to ensure employment related records are stored and reported in line with required standards and business needs
- Responsible for balancing in regional Human Resources needs with the businesses, functions and group in a wider Ørsted organisation
- Responsible for managing recruitment, payroll, benefit administration, database management, HR operations
- Responsible for managing defined HR projects and initiatives in line with APAC Management Team requirements
- Represent the Company as head of P&D within APAC
- Represent APAC P&D within the Ørsted Group P&D framework

Your competences include that you

- Educated to master degree level in relevant subject
- Business level fluent in English, and/or other Asian language (especially Mandarin) as a plus
- Wide range of APAC region employment law, customs and practices
- Experience related to Compensation and Benefit; managing HR databases, associated records and reporting requirements
- Experience in an international matrix organisation
- Experience of managing external service providers and associated costs
- Experience in diverse populations and working with senior executives within and outside the group
- Strong leadership skills, people management and development
- Experience in making organization, managing growth

Working at Ørsted

To be the frontrunner in the green energy transformation, we invest significantly in innovation and empower our employees to help shape the renewable energy technologies of the future. We cultivate a collaborative, dynamic and diverse work environment and encourage career-long learning and development so our people can realise their full potential.

Would you like to help shape the renewable technologies of the future?

Send your application to us as soon as possible and no later than 20 May 2019, as we'll be conducting interviews on a continuous basis.

Please don't hesitate to contact Ms. Jane Liu, HR Manager in Taiwan, by email to twrecruitment@orsted.com if you'd like to know more about the position. You should expect some travelling in relation to your work.

About Ørsted

Headquartered in Denmark, Ørsted's 6,080 employees develop, construct and operate offshore wind farms, bioenergy plants and innovative waste-to-energy solutions and provide smart energy products to its customers. Ørsted Wind Power's 2,450 employees have developed and constructed the largest portfolio of offshore wind farms in Northern Europe, and we're expanding with international activities in the US and Asia-Pacific.

In Taiwan, Ørsted develops and builds 1.8 GW of offshore wind projects and also storage solutions in Changhua; and co-owns Taiwan's first offshore wind project, Formosa 1.

For more information on Ørsted, visit Ørsted.com

Screening questions:

- Have you worked with the Asia Pacific energy market previously? If yes, please describe briefly.
- Please state your level of English skills:
 - Mother tongue
 - Advanced level
 - Intermediate level
 - Basic level
 - Beginner level