

Senior HR/People Business Partner

Location:
Ski, Oslo

Contact person:
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Deadline:

Are you our new
**Senior HR/People
Business Partner?**

WHITEAWAY GROUP

Are you an HR pro with solid knowledge of Norwegian employment law and experience in a retail environment? If you thrive in a fast-paced, hands-on role where you can directly impact the success of our teams, we'd love to have you on our team!

Whiteaway Group started with a simple idea, a commitment to our customers, and with a passion for digital innovation. Today, we're a successful retailer, selling and delivering household appliances across Scandinavia. We're change-makers at heart – it's the very core of everything we do.

In Norway, we're a team of 40 people, working across our head office and 8 company-owned stores. On top of that, we support 10 franchise stores. In this role, you'll take the lead on HR at our Norwegian organization, driving initiatives and managing all aspects of the employee lifecycle. You will be based in Ski, where our office is 3 minutes of walking distance from the train station. You should be ready to travel to our head office in Aarhus (Denmark) from time to time and visit our Norwegian stores if specific needs arise.

Here's what you'll be doing:

- Support managers at the office and in our stores with everything from recruitment to performance management and handling sensitive conversations.
- Be the go-to person in terms of employment law, making sure we stay compliant and helping managers navigate tricky situations.
- Lead HR projects that drive positive changes and support our business goals.
- Take charge of implementing HR policies and ensuring they are consistently followed across the organization.
- Ensure smooth HR operations, making sure that our processes run efficiently and effectively - from hiring to keeping employees engaged and growing.

This role also includes responsibility for health and safety (HMS) across our office and stores. While experience in HMS is a big plus, it's not a dealbreaker - we can provide external support where needed to ensure everything runs smoothly. What matters most is your ability to take ownership and coordinate efforts in this area.

What we're looking for:

- You're a senior HR profile with extensive knowledge about NO employment law (a must-have),
- You excel at taking ownership, finding ways to improve how things work, and coming up with practical solutions that get the job done,
- You're a proactive and organized problem-solver who's great at building trust and relationships,
- You bring an analytical approach to HR, using data to provide insights and help drive HR strategies and decisions,
- Experience in retail or a similar fast-paced setup is a big bonus.

We like to think we have quite an amazing workplace, including:

- A dynamic and international environment with room for you to be you,

- Lots of opportunities for your own professional development and for you to make an impact,
- A flat, informal organisation with a high degree of independence and short decision-making processes,
- Attractive settings for the job, to mention some: flexible work hours, health care, lunch scheme, and great social events.

Inclusivity at Whiteaway Group

We're committed to creating an inclusive environment for all employees. We welcome applicants from all backgrounds, beliefs, and identities. If you require specific accommodations during the hiring process or within our workplace, please let us know so we can ensure your application process is as accessible as possible.

Interested? Here's how to apply:

We'll screen and interview on an ongoing basis – so please don't hesitate to apply. Please note that applications are only accepted via the apply button.