



Job Title: Human Resources Officer
Reports To: Head of HR For Global Operations (UK)
Location: Denmark
Company: TIME Manufacturing Company – Versalift Denmark

Company Overview

TIME Manufacturing Company is a leading global manufacturer of vehicle-mounted aerial lifts, digger derricks, bucket trucks, and bridge inspection equipment. Through its renowned brands—Versalift, Ruthmann, Bluelift, France Elévateur, Movex, BrandFX, and Aspen Aerials—the company serves diverse industries, including electric utility, telecommunications, bridge inspection, tree care, and other fleet-supported sectors. With a strong commitment to innovation, quality, and customer satisfaction, TIME Manufacturing Company designs and manufactures top-tier products that enable professionals to operate safely and efficiently at various heights. Versalift Denmark is the world’s leading manufacturer of vehicle-mounted platforms, with more than 50 years of experience in designing and producing premium-quality access equipment.

Job Summary

The HR Business Partner – Scandinavia is responsible for delivering comprehensive HR support across Denmark, Sweden, and Norway. Operating as an individual contributor, this onsite role combines hands-on operational support with strategic partnering. The HRBP will ensure alignment between business goals and people strategies, with a strong focus on employee relations, Danish employment law, and effective implementation of HR policies and procedures.

Key Responsibilities

Employee Relations & Compliance

- Lead and manage employee relations issues, ensuring fair and consistent application of company policies.
- Provide expert guidance on disciplinary, grievance, and performance management processes in accordance with Danish employment law and broader Scandinavian labor standards.
- Stay current on all relevant employment legislation and ensure compliance across all regional sites.

Policies, Procedures & Governance

- Implement, interpret, and maintain HR policies and procedures that comply with local regulations and align with company values.
- Ensure accurate HR documentation, contracts, and personnel files are maintained and compliant with local laws.
- Act as the regional subject matter expert on employment law, advising managers and senior leaders as needed.

Business Partnering & Workforce Support

- Partner with plant managers and leadership teams to identify HR priorities and workforce needs.
- Support talent planning, succession, and development initiatives across blue- and white-collar groups.
- Provide data-driven HR insights to inform strategic and operational decisions.

Culture, Engagement & Performance

- Promote a positive, inclusive, and compliant workplace culture across all sites.
- Drive engagement initiatives and employee communication programs.
- Support performance management and coaching processes to foster accountability and continuous improvement.

Talent & Recruitment

- Support local recruitment and onboarding processes for key operational and professional roles.
- Collaborate with hiring managers to ensure effective workforce planning and retention.

Qualifications

- Bachelor's degree in Human Resources, Business Administration, or related field.
- Minimum 7 years of HR experience, **ideally in a** manufacturing or industrial environment.
- Expert knowledge of Danish employment law (with strong understanding of Swedish and Norwegian employment practices preferred).
- Proven ability to manage both blue-collar and white-collar employee populations.
- Strong interpersonal, influencing, and problem-solving skills.
- Capable of working independently across multiple locations and cultures.
- Fluency in Danish and English required; additional Scandinavian languages are an advantage.

Why Join Us?

Our Vision

Provision of a 'Best in Class', Production & After Sales (in alignment with our Premium Brands) to leverage future growth.

Our Purpose

To proactively enable our customers to Work Safely and Maximise their Productivity.

What Success Looks Like

By building trust through sincere engagement, open relations and behaving with integrity, our decisions will be better informed and more suitably aligned to customer needs.

Only then will we add the necessary 'value add' to our proposition, relationships.

We look forward to hearing from you

Please send your application to: HR@versalift.co.uk