



## HR Manager - Recruitment Atlantic (m/f/d)

Founded in 1921, OLDENDORFF CARRIERS combines its history as a German shipowner with the network of one of the world's leading drybulk operators. We currently control some 700 chartered and owned vessels of 40 mio tdw, and we carry around 380 mio tons of raw materials and semi-finished products across the seven seas each year. Our customers can expect 100% performance. All the way.

We are seeking an **experienced Recruiting professional** to join our dynamic team. The ideal candidate will be responsible for developing and implementing effective talent acquisition strategies to attract top talent across the Atlantic region, covering every recruitment request from Athens over Germany up to Vancouver. The role can be based in Hamburg or Lübeck.

### Job responsibilities

- Design and implement comprehensive talent acquisition strategies to meet the staffing needs of our organization, purely focusing on shore-based positions.
- Oversee the full recruitment lifecycle, including job postings, candidate sourcing, collaboration with headhunter, interviewing and partly also onboarding.

- Work closely with department heads and hiring managers to understand their staffing needs and provide guidance on best practices for attracting and selecting candidates.
- Enhance the company's employer brand to attract high-quality candidates by promoting our values, culture and career opportunities.
- Work closely with the other Recruiters around the world and align on all recruitment topics.
- Promote diversity and inclusion in the hiring process to ensure a diverse and inclusive workforce.
- Manage relationships with external recruitment agencies and vendors to ensure high-quality service delivery.
- Ensure all recruitment activities comply with relevant laws and regulations.
- Stay updated on industry trends and best practices in talent acquisition and implement improvements as necessary.
- Support the HR team for any ad-hoc requests as and when required.

## **What you bring along**

- Degree in Human Resources, Business Administration, Psychology or a related field.
- Minimum 6 years of experience in recruitment, preferably a strong background in the maritime industry and international recruitment.
- Extensive background in talent management, along with a solid understanding of general HR practices.
- Fluency in spoken and written English is required; proficiency in additional languages, such as German, is a plus.
- Strong communication skills and a high level of confidentiality are essential.
- An adaptable and open-minded person, who likes to work in an open office with a dynamic, multicultural working environment.
- An empathetic, caring and service-oriented person with excellent interpersonal skills, who likes to collaborate and support multicultural teams.
- A character that has a passion to work in a hands-on working environment with few policies and procedures, in a bottom-up management style environment and as an internal guide / consultant / advisor / business partner for our decision makers / managers.
- Must be an advocate for our unique company culture.

## What we offer

- Our corporate culture is special: relaxed and international, open and traditionally with flat hierarchies
- We always keep an overview – for our customers and from our modern and open offices in the city centers of Lübeck and Hamburg
- Since the very beginning, teamwork and quick decision making have been our success factors. Encouraging our employees to realize their ideas and initiatives is as important to us
- A permanent position in a secure economic environment with benefits such as holiday pay, free lunch, subsidies for a gym or sports club, childcare allowance, various company discounts is waiting for you

Apply now

## Interested?

If you want to know more about who we are: [Oldendorff](#).

Please contact Laura Albrecht in case of questions.

Oldendorff Carriers does not accept paper applications for online postings.