

## **Farmer common sense in business**

**For inspiring and creative professionals  
with a passion for cooperatives  
focused on impact**

We are Agriterra, a Dutch agri-agency that provides business development services to ambitious cooperatives and farmer organisations in developing and emerging economies. We assist them with advice and training through locally based business advisors and by deploying practitioners from the Dutch and international farmer organisations and (cooperative) companies; the so-called Agripool experts. We apply a three-track approach: we make cooperatives bankable and create real farmer-led companies, we support organisations to improve extension services to their members and we enhance farmer-government dialogues. Our advisory practice covers the full range of services on Management & Organisation, Financial Management, Governance, Business Development and Lobby & Advocacy.

Agriterra has local offices in a large number of countries. We work with self-steering teams, so our employees are challenged to use every bit of determination, creativity and strategy to achieve our compelling goals. Being a self-steering organisation makes Agriterra an inspiring and challenging environment for professional growth and development.

Agriterra has an annual turnover of approximately 15 million euros, is ISO certified and has over 130 employees, both in the Netherlands and abroad. For more information, visit our website [www.agriterra.org](http://www.agriterra.org)

We are recruiting a:

### **Human Resource Advisor (0,67 fte)**

Location: Arnhem – the Netherlands

As a HR advisor you are an entrepreneurial professional who, in close collaboration with the Agriterra management, will design a high-level Human Resources strategy and policy both for our Head Office and our foreign country offices. You are responsible for delivery of a full range of human resource services. Amongst others you will advise management and staff on HR related issues and support the country offices with registration, drafting HR manuals, setting up a salary structure and local employment contracts.

## Duties

- Further develop and monitor the Head Office and country offices HR strategy and policies and ensure alignment with the strategic goals of Agriterra.
- Support the foreign country offices with registration and HR related issues like HR manuals, salary structure and local employment contracts.
- Advice management, work council and staff on HR related issues.
- Ensure a good performance management.
- Develop and monitor Learning and Talent management
- Prepare proposals and discussion points for the Work Council regarding Central Labour Agreement and HR manuals for the Head Office and country offices.
- Support on internal audits
- Support management with recruitment
- Advice management and staff on application, sick-leave and departure of staff.
- Contribute to the annual report

## The successful candidate will have:

- A bachelor's degree with a Human Resource profile;
- Minimum five years of experience in Human Resources in an international operating organisation;
- Excellent level of proficiency in **Dutch** and **English**. French and Spanish would be an asset;
- Extensive knowledge of the Dutch (labour) laws and knowledge of and experience with international laws and HR issues;
- Enthusiastic personality, focused on results and service;
- Excellent communication and advice skills, affinity and experience with the business community;
- Familiarity with self-steering and team dynamics

## What we have to offer

A position that requires you to be highly self-reliant. Agriterra operates in dynamic international markets and in close cooperation with the agricultural business sector. At Agriterra, the work environment is collegial and ambitious, and the focus is on achieving impact. As a Human Resource advisor, you will report to the manager operations. The working conditions and additional benefits are good. The salary offered will depend on your experience and ranges between EUR 2.949 and 4.420. Agriterra offers a contract for a year, with the possibility of extension.

## Are you interested?

Are you interested in this position and do you fit the profile? Apply before 21 March 2019, with a cover letter and curriculum vitae, by sending an e-mail to [vacature@agriterra.org](mailto:vacature@agriterra.org), to the attention Ms J.P.M. Levelink, MSc, manager operations, with reference code AG0919.

If you require further information, you can also contact her by sending an e-mail.