

HR Specialist France (all genders)

Are you a pragmatic HR professional who thrives in fast-paced, hands-on environments? At Søstrene Grene, we're looking for someone who loves being close to the business to support our retail and store teams across France.

About the role:

As our HR Specialist for France you have a highly operational role focused on day-to-day HR tasks - from employment contracts to compliance, employee relations and administrative support.

Alongside another HR colleague, you'll be the go-to person for all HR-related matters for our French stores and a trusted advisor to local retail leadership. Reporting to the International HRBP, you'll work closely with Store Managers, the French Retail Management team, our Head Office in Hamburg and our HQ in Aarhus to ensure smooth HR processes and a consistent employee experience.

Regular travel to stores across France is essential to provide on-site support, build strong relationships and understand the challenges our teams face.

Key responsibilities:

- Manage the full employee lifecycle in compliance with French labor law, collective agreements and internal procedures
- Act as the first point of contact for government authorities on employment and social matters
- Maintain HR systems, accurate employee records and master data
- Prepare contracts, amendments, disciplinary documents, certificates and other relevant HR documents in close cooperation with Store and Area Managers
- Support recruitment efforts by posting job ads and pre-screening applications
- Coordinate administrative onboarding tasks and ensure smooth integration of new hires
- Provide hands-on HR support and expert advice on employee relations and performance issues to Area & Store Managers and Area VMs
- Ensure consistent implementation of HR policies and procedures across all stores
- Support the International HR Business Partner in implementing and roll-out initiatives and projects that enhance the employee experience
- Monitor and report HR metrics (e.g., turnover, absence rates)
- Collaborate with payroll and external service providers
- Travel regularly to stores across France for on-site HR support

About you

Passionate about people and with a solid experience in operational HR, ideally in retail, you combine strong knowledge of French labour law, collective agreements and employment regulations with a hands-on, pragmatic and solution-oriented mindset. Supporting and advising managers, resolving issues on the ground and building trust and strong relationships across all levels comes naturally to you. Clear and empathetic communication is one of your strengths, especially when handling sensitive topics with discretion and professionalism. Conflict resolution and negotiation are part of your toolkit and you're fluent in both French and English, written and spoken.

You're proficient in MS Office and familiar with digital HR tools, experience with systems like SameSystem, Emplify, or Silae is a plus. You work efficiently and with attention to detail. Quick to act and solution-oriented, you stay organized even when priorities shift. Colleagues describe you as approachable, collaborative, and committed to creating a positive employee experience. You take ownership, adapt easily and enjoy being close to the business. Regular travel across France and occasional trips to other European

countries (e.g. Germany, Denmark) are part of what energizes you.

Most importantly, you embody the Søstrene Grene Sister Spirit, leading by example and bringing our values to life in every interaction.

About us:

Søstrene Grene is a Danish family-owned retail company founded in 1973 in Aarhus, Denmark. Inspired by the fictional Grene sisters - Anna, the creative soul, and Clara, the practical mind - our brand invites customers into a sensual world of classical music, aesthetics and cosy “hygge” moments. Together, Anna and Clara embody our mission: to touch the hearts of people through a wonderful universe unlike anything the world has ever seen before.

With a strong focus on quality, sustainability, and ethical responsibility, we offer a wide range of products including home décor, kitchenware, stationery, and hobby items. Today, Søstrene Grene has more than 370 stores across 17 countries and we continue to grow, sharing the sisters’ universe with more and more customers around the world.

What we offer:

- Prévoyance 100% borne by Søstrene Grene
- Full reimbursement of public transport
- In-store employee discount

Practical information:

- Location: Paris (private office in a co-working space), with regular travel across France
- Full-time, forfait jours (218 days /statutory holidays and RTT days)
- Permanent contract
- Start Date: August 1, 2026, or later

Join us:

Did we spark your interest? Apply now – we look forward to hearing from you!

At Søstrene Grene, we strive to touch people's hearts through a unique universe embracing diversity and inclusion, creating a welcoming space for everyone regardless of gender, ethnicity, religion, disability or background. We call each other "Sister", share joy, make each other stronger and laugh together – that's the Søstrene Grene Sister Spirit. We warmly invite individuals from all backgrounds to apply and join us in fostering a vibrant and inclusive workplace.