



Employee Relations Specialist

Copenhagen, Denmark

About the role

Are you an expert in employee relations and employment law? Do you thrive in a collaborative People & Culture function? And are you ready to provide high quality advice in a truly global organisation?

Then come join our great People & Culture department in Saxo!

This is a great opportunity to use your legal knowledge and skills to drive People & Culture governance in a true commercial minded setting.

As our new colleague, you will join our Employee Relations and People Operations team. In this role, your focus area will be to support our colleagues and the entire Saxo organisation within the legal area.

Responsibilities

In this role, the focus will be on ensuring the flawless execution of all employee relations processes. You will also apply your legal knowledge to find compliant and pragmatic solutions in close collaboration with stakeholders across Saxo.

Your main responsibilities will include:

- Help build and drive a strong Centre of Excellence of Employee Relations in EMEA - working closely together with the rest of Group People & Culture
- Support Saxo globally in projects relating to employee relations, such as implementing new regulations and driving the People & Culture aspect of relevant financial legislation
- Provide legal advice, manage and drive potential employee matters within EMEA
- Provide relevant legal training and updates to leaders and the Group People & Culture organisation when relevant
- Draft, implement and review relevant templates, policies, handbooks and procedures from a legal perspective
- Ensure continuous implementation and interpretation of the Collective Agreement in cooperation with FinansDanmark
- Support our Reward team on legal matters relating to remuneration frameworks, including risk takers and regulatory requirements
- Draft employment contracts, addendums and other employee documentation, ensuring accuracy, consistency and compliance with applicable laws and internal standards
- Actively use and support HR systems (e.g. Workday) in day-to-day operations, including maintaining data quality, supporting processes and enabling efficient handling of employee-related workflows
- Contribute to the efficient running of Employee Relations by handling operational tasks, coordinating processes and ensuring timely follow-up and execution on cases and initiatives

Your profile

We are looking for a colleague who is eager to join our dynamic team, comprised of engaged and talented individuals. You must thrive in driving legal processes and cases in an international environment, both independently and together with colleagues and stakeholders.

We expect you to have at least 5 years of full-time experience working with employment law. It is an advantage if you have prior experience from a similar financial company.

A key requirement is that you bring deep knowledge of Danish employment law and are motivated by applying this expertise in close collaboration with colleagues to create pragmatic, well-balanced solutions.

You have a master's degree in law or business law.

You have strong Danish and English language skills on business level, both written and spoken.

You must be pragmatic, solution oriented and master collaboration. Having an open and curious mindset will be a prerequisite to navigating a multicultural and fast-paced organization where you will have plenty of opportunity utilize and further develop your stakeholder management skills.

NB! Apply no later than 21 October 2026.

We will be reviewing applications on an ongoing basis, therefore apply sooner rather than later.

The position will remain open until we find the right candidate.

We get curious people invested in the world

When you work at Saxo, you become a Saxonian and part of a purpose-driven organisation, where good ideas are always taken seriously, and where you can make a true impact. We are invested in your development, and you can expect a robust career from day one when you join Saxo – no matter which role you take on.

You will join 2,500 other ambitious colleagues across 11 countries and become part of an international organisation. Working in Saxo, you will get to meet colleagues from many different cultures and backgrounds, and you should know that we value diversity and inclusion and see it as a genuine source of strength to drive growth, foster innovation and position us for long-term success.

We encourage an open feedback culture and supportive team environments enabling employees to grow and fulfil their career aspirations.

When you bring passion, curiosity, drive and team spirit, your learning journey will be dynamic and your career opportunities in Saxo will be immense.

At Saxo we don't just offer a job – we offer an opportunity to invest in your future!

How to apply :

Click here to create an account and upload your resume and a short motivation. We look forward to getting to know you better!

Saxo Bank

Hellerup, 2900 Hellerup
www.home.saxo

Ansøgningsfrist

21. oktober 2026
Employee Relations Specialist

Kontaktperson

kontakt@finans kandidaten.dk