



Sr. Manager / Vice President, People Operations & Technology

Do you want to join a global leader in renewable energy infrastructure? If so, CIP Fund Solutions (CIP FS) is looking for a Sr. Manager / Vice President to join our People Operations & Technology team in one of our locations across Europe or Asia Pacific.

Team

Reporting to the People Director for CIP Fund Solutions, the Head of People Operations will manage the delivery and continuous improvement of People Operations across the business.

Today, the team consists of experienced specialists across HR Ops. and Tech, including Workday specialisms and HR Ops. capabilities focused on process delivery, governance, and employee experience. We are looking for a forward-looking leader, who can implement continuous process improvements and deliver transformation/automation and high-quality service in the HR Ops. space.

Moreover, you'll be a part of a truly collaborative, international and productive team culture.

Role

This role will lead the People Operations & Technology team, responsible for enabling a scalable, efficient, and data-driven people operations function across a global organization, ensuring that employee processes, systems, and services operate efficiently and effectively. As the operational backbone of the People function, you and your team will bring rigour, consistency and accountability to all aspects of the employee lifecycle while delivering a high-quality experience for employees, managers and stakeholders.

The ideal individual will combine experienced operational leadership with a continuous improvement mindset, ensuring that processes are fit for purpose, data is accurate and accessible, and the People function is equipped to deliver a responsive and professional service. You will manage and develop a team of c. 5-6 People Operations and Technology professionals, setting standards, coaching capability, and ensuring the team delivers a consistent, high-quality service to the business.

- Manage the People Operations function, ensuring the effective delivery of all core People processes and activities
- Oversee the administration and execution of the employee lifecycle, including onboarding, contractual changes, promotions, internal transfers, comp and benefits processes and offboarding
- Establish and maintain robust operational processes, controls and governance frameworks across the People function
- Promote consistency, efficiency, and scalable service excellence across all People Operations activities
- Own and optimise HR systems, notably Workday, ensuring data accuracy, process effectiveness and a positive user experience
- Develop and maintain People reporting, dashboards and analytics, providing accurate and timely insights to stakeholders
- Ensure employee records, documentation and data management practices meet internal governance and compliance requirements
- Lead the operational delivery of key annual People processes, including performance management, compensation reviews, promotion cycles and organizational updates
- Identify opportunities to improve, streamline and automate processes, reducing complexity and enhancing service delivery
- Partner with Finance, Technology and other corporate functions to ensure alignment across interconnected processes and systems
- Act as the primary point of expertise for People Operations policies, processes and systems
- Manage relationships with external providers where relevant, ensuring effective service delivery and ongoing performance
- Lead, develop and coach the People Operations & Technology team, creating a culture of accountability, responsiveness and continuous improvement.

You

We are looking for a well-rounded, practical, methodical, and forward-looking profile with a keen interest in People Technologies and People Operations. You have min. 10 years of full-time experience from financial services, investment / PE, corporate organizations, consultancy or similar, including experience leading and developing a team (min. c.~5 direct reports) within HR/People Operations. Workday experience, including exposure to module implementation, is desired.

Moreover, you have extensive operational leadership experience within People or HR Operations and solid experience managing remote teams (Europe, India).

We look for the following in a candidate:

- Highly organised, detail-oriented and self-driven, with the ability to manage multiple priorities whilst maintaining high standards of accuracy and service delivery
- Comfortable working with senior stakeholders, they will combine solid execution capability with a practical and solutions-focused approach
- Deep understanding of HR processes, governance and employee lifecycle management
- Experience managing and optimising HR systems and people data
- Well-developed analytical capability and attention to detail
- Advanced project management and organisational skills
- Ability to identify inefficiencies and implement practical improvements
- Credible stakeholder management skills with the professionalism to question and engage appropriately
- Collaborative, pragmatic and service-oriented approach
- Commitment to continuous improvement and operational excellence, especially in adopting and embracing AI and automation in workflows.

The process

Please apply online as soon as possible as applications will be processed on an ongoing basis. For questions related to the role, please reach out to our Talent Acquisition team at recruitment@cipfs.com. We do not include CV's and Cover Letters sent by email.

As we continue to improve our candidate experience, diversity and avoid unconscious bias, please avoid having a photo in your CV. We commit to an inclusive recruitment process and equality for all applicants.

Please be aware that we will not accept speculative CV submissions for any of our roles from recruitment agencies, and any unsolicited candidate submissions will be exempt from any payment expectations and ownership.

CIP Fund Solutions' commitment to diversity and inclusion

CIP Fund Solutions is committed to securing a diverse and inclusive work environment where everyone feels respected and heard.

A diverse workforce allows CIP Fund Solutions to achieve results through different approaches and solutions to task execution and problem solving. We want all our employees to have equal opportunities for personal growth and career opportunities regardless of age, gender, sexual orientation, disability, religion, nationality, or ethnicity.

CIP Fund Solutions

CIP FS' purpose is to enable CIP's ambition to scale rapidly over the coming strategy-period - supporting our colleagues with professional and efficient financial, legal, tax and business operations through the cycle from fund formation and capital raising, to deploying investments into construction of large-scale greenfield renewable energy assets, as well as M&A.

For more information, please visit CIP Fund Solutions.

**Copenhagen
Infrastructure Partners**

København, 1050 København
www.cip.com

Ansøgningsfrist

Løbende jobsamtaler
Sr. Manager / Vice President, People
Operations & Technology

Kontaktperson

recruitment@cipfs.com