Global People & Culture Manager – Development

Deadline:

Contact person:
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Develop high potential colleagues. Grow leaders. Build succession strength across SGL.

Are you ready to develop high potential people and strengthen leadership across SGL?
As Scan Global Logistics grows and evolves, we want to strengthen how we identify high potential (HiPo), develop leaders and prepare successors for critical roles. We are looking for someone who can turn these priorities into practical programmes and consistent follow-through across countries.
As Global P&C Manager within Development, your primary focus will be talent & HiPo management, to launch our internal development and leadership programmes, succession planning and 1:1 leadership development. You will also support the people aspects of acquisitions, while the Global Chief People & Culture Officer directly leads our people integration.
This is a role with two different rhythms: a planned cycle of HiPo reviews, planning and leadership development, alongside time-sensitive integration support. Development remain your core role and responsibility. During live transactions, you will agree specific support priorities with the Global Chief People & Culture Officer, making trade-offs explicit rather than allowing integration to absorb the role.

What you can expect

- Ownership of practical global HiPo and leadership development programmes, from design and planning to delivery, adoption and follow-up.
- Close collaboration with business leaders and regional and local P&C colleagues to connect development with real business needs.
- A clear core mandate spanning HiPo reviews, development and leadership programmes, succession planning, critical-role mapping and development actions.
- A complementary role in integration: supporting HiPo, retention and leadership alignment under the direct leadership of the Global Chief People & Culture Officer.

In your first year
In your first year, you will help establish a practical HiPo and succession cycle, shape and deliver on our programmes, and ensure that development conversations lead to action. You will also contribute to agreed integration assignments.

Development

- Establish a practical global review cycle with clear criteria, useful preparation and consistent follow-up across regions.
- Facilitate HiPo conversations with leaders and local P&C, translating identified needs into development plans and clear ownership.
- Create practical tools for development conversations, career planning and internal mobility, and support their adoption.
- Track agreed development actions and identify where additional support or decisions are needed.

Programmes and leadership development

- Shape and deliver on our programmes, connecting content with SGL’s business needs, culture and leadership priorities.
- Work with leaders, P&C colleagues and learning partners to organise learning journeys, facilitate sessions and support application in everyday work.
- Evaluate participation, feedback and practical application, and improve programmes based on what leaders and teams need.

Succession and critical-role planning

- Map critical roles and succession coverage with business leaders, identifying readiness

gaps and development priorities.
•Facilitate succession discussions and agree concrete actions to strengthen the pipeline for business-critical roles.
•Connect succession plans with leadership development, internal mobility and retention priorities, keeping plans current and actionable.

Integration support

•Support HiPo mapping, critical-role retention and leadership alignment in acquired businesses under the direct leadership of the Global Chief People & Culture Officer.
•Contribute to agreed integration plans, leader communication and onboarding, coordinating with acquired leaders and local P&C colleagues.
•Support agreed people-integration actions, including coordination and harmonisation, alignment with legal, IT and local P&C.

Who we are looking for

We are looking for a hands-on and experienced P&C professional who can build practical programmes, facilitate meaningful conversations with senior leaders and ensure that development plans are implemented—not left in presentations.

•Relevant higher education within HR/P&C, organisational psychology, business, learning and development or a related field.
•At least 5 years of relevant experience in talent management, leadership development, succession planning or organisational development; experience supporting M&A integration is an advantage.
•Proven experience delivering talent reviews, succession planning or leadership development programmes from preparation through implementation and follow-up.
•Strong facilitation and programme management skills, with confidence engaging senior stakeholders and translating discussions into action.
•Ability to connect business priorities with talent pipelines, leadership capability, retention and practical development opportunities.
•Excellent written and spoken English; experience working across countries, cultures and regulatory environments.

What will make you successful

•You create clarity and momentum when information is incomplete and priorities change.
•You handle sensitive people matters with sound judgement, empathy and discretion.
•You balance global consistency with local relevance, and make explicit choices when development priorities and integration support compete.
•You connect strategy with disciplined execution and make sure decisions become action.
•You build trust through practical support and measure progress by stronger succession coverage, implemented development actions and application of learning.

Why join Scan Global Logistics?

At SGL, you will join an international logistics company with an entrepreneurial culture, high ambitions and a strong belief that results are created by people who take responsibility. Our DNA is built on Respect, Integrity, Entrepreneurship & Fun.
You will have the opportunity to shape how SGL develops talent and leaders, strengthens succession and gives colleagues room to grow—while supporting the talent and leadership side of integration.

Interested?

Send your CV and application through the SGL career portal. We review applications on an ongoing basis and will close the process when the right candidate has been found.
For further information, please contact Birgitte Dam, Global Chief People & Culture Officer (+45 7872 5403) or visit www.scangl.com.