





We are hiring!

At Teleon Surgical, a leading, international player in cataract surgery, you will contribute to better vision for patients worldwide on a daily basis. In an organization where sustainability, technology and team spirit are central, we are looking for an analytically strong and connecting

HR Business Partner

Start date: As soon as possible | Working hours: 40 h per week

Your role

We are seeking an experienced, hands-on HR Business Partner to take responsibility for HR operations and business partnering within our Netherlands organisation of approximately 170 employees, while coordinating some recruitment activities across our international entities.

The successful candidate will combine strong Dutch employment-law expertise, practical employee relations experience and recruitment capabilities. The role requires a proactive, independent professional who can support operational managers, manage complex HR matters and contribute to the development of a professional and scalable global HR organisation. The HR Business Partner will report to the Global HR Director.

Your main tasks are:

1. HR Business Partnering & Employee Relations – Netherlands

- Act as the primary HR contact for Netherlands managers and employees.
- Advise management on Dutch employment law, performance management, employee relations and disciplinary matters.
- Independently manage complex employee cases, workplace conflicts and performance improvement processes.
- Support workforce planning, organisational changes and restructuring activities.
- Support consultation and communication with the Dutch Works Council.
- Build strong relationships with managers across Production, Engineering, Quality, Supply Chain and other departments.







2. Sickness Absence & Reintegration Management

- Independently manage sickness absence and reintegration cases in accordance with Dutch legislation, including the Wet verbetering poortwachter.
- Coordinate with the Arbodienst, company doctor, UWV, managers and employees.
- Monitor statutory deadlines, reintegration obligations and documentation.
- Support complex long-term sickness cases and mitigate compliance risks.

3. HR Operations & Compliance

- Oversee employee lifecycle processes, including onboarding, contractual changes and offboarding.
- Ensure compliance with Dutch employment legislation and company policies.
- Coordinate payroll inputs with the HR Officer and external payroll provider.
- Maintain accurate employee records and support HRIS implementation.
- Improve and standardise HR processes, workflows and reporting.

4. Global Talent Acquisition

- Coordinate recruitment activities across the global organizations in Netherlands, Germany, Italy, South Korea and UK.
- Partner with hiring managers to define recruitment requirements, job descriptions and candidate profiles.
- Manage end-to-end recruitment for selected vacancies, including sourcing, screening, interview coordination, candidate assessment and offer preparation.
- Coordinate with external recruitment agencies and headhunters where appropriate.
- Monitor recruitment progress, hiring budgets and time-to-fill.

International recruitment volumes are relatively very limited and will be managed alongside the primary Netherlands HR responsibilities.







What do you take with you?

Essential

- Bachelor's degree in Human Resources Management, Business Administration or a related discipline.
- Minimum 5 years of relevant HR experience, preferably as an HR Business Partner or Senior HR Advisor in an international matrix organization.
- Strong knowledge of Dutch employment law and HR practices.
- Proven experience in sickness absence management and reintegration under the Wet verbetering poortwachter.
- Experience in a manufacturing, production or industrial environment.
- Demonstrated ability to independently manage complex employee relations cases.
- Hands-on experience in recruitment and talent acquisition.
- Fluent Dutch and professional English, both written and spoken.
- Strong organisational, communication and stakeholder management skills.

Preferred

- Experience in an international or multinational organisation.
- Experience recruiting across European and international markets.
- Experience with Dutch Works Council processes.
- Knowledge about PHOCUS/Nmbrs payroll and TimeTell.
- Experience with HRIS implementation and process improvement.

Personal Competencies

- Hands-on, pragmatic and solution-oriented.
- Independent and confident in advising and challenging management.
- Strong interpersonal skills and sound professional judgement.
- Structured and capable of managing priorities.
- Approachable and able to build trust across different organisational levels.
- Comfortable working in a dynamic international environment.







What do we offer?

- Employment in a fast-growing international organization.
- A broad and autonomous HRBP role with international exposure.
- Opportunity to contribute to the professionalisation and further development of the global HR function.
- Competitive salary and benefits in accordance with company policy.
- 1 day a week home office
- An international, collaborative team with flat decision-making structures
- A pleasant work environment with open lines of communication, room for initiative, and a well-coordinated team

About Teleon Surgical

Teleon Surgical B.V. is an innovative player in medical technology, specializing in advanced intraocular lenses and accessories for eye surgery. With more than 30 years of experience, an in-house R&D division and high-tech production in Spankeren, we serve customers worldwide. Our international team of 180 professionals works from five locations: Spankeren (NL), Berlin (DE), Verona (IT) and Seoul (KR).

Curious, but need more information?

Please contact Annette Hagenbeek (HR) on +31 (0) 6 16138956 or email your questions or application to jobs@teleon-surgical.com. Will you be the next member of our enthusiastic team?