

Student Worker - People & Culture

Are you currently studying and looking for a job where you can put theory into practice, test your skills, and see clear results from the work you do? This job is for you who are curious by nature, enjoy challenging the status quo, and want hands-on experience in shaping how a global organisation attracts and engages talent.

As a Student Worker in People & Culture, you will work closely with our Senior Specialist, Talent Attraction, while collaborating with People & Culture colleagues across the world. We are also open to candidates who wish to start as an intern before transitioning into a student worker role.

About the role

This is not a traditional HR student position focused on administration. Instead, you will become involved in improving and scaling the way we work with talent attraction and recruitment globally.

You will help us optimise processes, explore automation opportunities, and support initiatives that strengthen our employer brand and talent attraction efforts. In return, you will gain practical experience with global HR projects, build a strong understanding of recruitment and employer branding, and have the chance to turn your ideas into improvements that make everyday work easier for colleagues and candidates. You may also support other People & Culture areas, giving you broader HR insight.

In this role, you will get the opportunity to:

- Contribute to process optimisation and continuous improvement initiatives within Talent Attraction
- Explore automation opportunities and smarter ways of working that can create visible improvements
- Gain hands-on experience with Employer Branding activities and talent attraction projects
- Represent Blue Water at career fairs, student engagement activities, and events
- Analyse existing processes and help shape our future operating model
- Develop coordination skills by supporting recruitment activities and related administrative tasks
- Build relationships with stakeholders across functions, countries, and cultures

In return, you will gain practical experience with global HR projects, build a strong understanding of recruitment and employer branding, and have the chance to turn your ideas into improvements that make everyday work easier for colleagues and candidates. Our ambition is that by the time you finish your studies, you will already have built solid practical experience and be ready to take on even greater responsibility — preferably here with us at Blue Water.

The position is based in Aarhus or Esbjerg and expected to be approximately 15-20 hours per week, depending on your studies and our needs.

We play as a team and play to win

At Blue Water, you will join an international environment where collaboration, trust, and curiosity help us create better solutions. You will work with experienced colleagues, contribute with new ideas, and see the impact of your work in stronger processes, better candidate experiences, and smarter ways of working.

"We have exciting tasks ahead of us in People & Culture, where we together will strengthen the experience of Blue Water both internally and externally. By focusing on employee experience, empowerment, and deployment of our processes, we can help create even stronger connections between our people, our culture, and the business." – Stine Würtz Jepsen, CHRO.

Who are you

We imagine that you are currently pursuing a degree within HR, Business Administration, Education Science, Communication, or a similar field. However, your mindset and motivation are more important than your specific educational background.

We are looking for someone who:

- Is genuinely curious and not afraid of asking the "annoying" questions
- Enjoys understanding business needs and building relationships
- Has an interest in process optimisation, technology, and automation
- Thrives in an international environment and enjoys working with people from different cultures
- Takes ownership and likes to see tangible results from their work
- Is proactive, structured, and eager to learn
- Has a good eye for coordination and enjoys keeping tasks and stakeholders moving in the same direction
- Likes talking to people and is comfortable reaching out, asking questions, and building connections
- Communicates confidently in English

Contact Information

If you have any questions or would like further information about the position, please feel free to contact Jonas Marvig Jensen, Senior Specialist, Talent Attraction, at +45 4212 4774.

What we do – Together we create solutions

Blue Water Shipping is a global provider of all logistics services in modern supply chain management. Founded in Denmark in 1972, Blue Water is a global organisation of professionals, skilled in offering complete and tailor-made solutions to any shipping requirement anywhere in the world. We offer clients the best service and highest quality in the industry.

The company is represented by more than 80 offices in 30 countries worldwide, combining a strong global network with local expertise. Every day, our 2,800 employees present a broad range of services, from standardised solutions delivered with optimal user and customer focus, to tailor-made projects with co-created solutions for unique customer needs.