

Learning & Development Specialist

Are you passionate about helping people grow and learn? Can you set a clear direction for learning, turn ideas into action – and occasionally lead the training yourself?

At Blue Water, we've built a strong foundation for learning through our BWS Academy. It supports our international trainee programme, global leadership and talent development, and training for freight forwarders. We still have great ambitions and are looking for a Learning & Development Specialist to help expand our global L&D efforts.

In this role, you'll shape the strategy for learning and development, create and deliver engaging training, and continuously improve our learning formats. As a one-person team, you'll build effective learning journeys using both internal and external resources, always keeping our business goals in mind.

You'll report to the CHRO and work closely with People & Culture Partners across regions to identify training needs, offer professional support, and contribute to development activities. You'll succeed by aligning competency development with business strategy, securing high-quality ratings for learning activities, and being recognised for cultivating leaders and talents across the organisation.

A strategic thinker with a passion for developing people

You have a solid educational background—ideally in HR, Business, Education, or a related field—and around 7–10 years of experience in Learning & Development. You know how to turn strategy into action and enjoy working both conceptually and hands-on. To succeed in this role, you should:

- Have a strong track record of creating learning programmes that make a real impact.
- Be familiar with learning management systems and digital tools, and curious about how AI can support learning (e.g. e-learning, blended learning, micro-learning).
- Be a confident facilitator with excellent communication and stakeholder management skills, especially in leadership development.
- Build strong relationships internally and maintain a good network of external learning providers.
- Be comfortable working in international settings and adapting to different cultures.
- Be self-driven, energetic, and well-organised.
- Be fluent in both Danish and English, spoken and written.

We offer you

At Blue Water Shipping, we believe in continuous improvement and strive to build a culture that values entrepreneurship, collaboration, and relationships. Our company culture is characterised by an entrepreneurial spirit, a strong focus on employee well-being, trust, and the pursuit of being Best in Town. We offer a flexible workday that you plan yourself and tasks that you can influence.

Additional information

The Academy is located in Esbjerg, and you can work from our headquarters in Esbjerg or from our offices in Aarhus or Odense. You should expect to be present in Esbjerg as required by ongoing activities and to engage and build strong working relationships with stakeholders.

If you have further questions, you are welcome to contact Senior Specialist – Talent Attraction, Jonas Marvig Jensen, at +45 42 12 47 74.

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 2,700 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.