

Product Owner – HR Platforms

Are you passionate about using technology to make people processes simpler, smarter and more efficient?

We are looking for a Product Owner for HR Platforms who will work closely with People & Culture, leaders, end-users and IT to shape, prioritize and develop our HR platforms and create value for employees, leaders and People & Culture across Blue Water Shipping (BWS).

This is not a role where you simply wait for requirements or digitalize existing processes as they are. We are looking for someone who proactively engages with stakeholders, challenges complexity, simplifies ways of working and brings new ideas and opportunities into practice.

You will drive standardization, simplification, automation and continuous improvement while exploring how AI and emerging technologies can make people processes easier to use and improve the employee and leader experience.

Your role

As Product Owner, you will be the link between People & Culture, the business, IT and our technology partners. People & Culture sets the functional direction and business needs, IT enables a scalable and secure technology foundation, and you own the product roadmap, backlog and prioritization across these perspectives.

You will help standardize and simplify people processes and the supporting HR platforms. A key part of the role is to challenge complexity, reduce unnecessary variation and improve the process before improving the system.

Key responsibilities

- Own the product vision, roadmap and backlog for HR platforms
- Proactively identify improvement opportunities together with People & Culture and end-users in the organization
- Drive standardization and simplification of people processes before translating them into technology improvements, automation or AI opportunities
- Understand business needs and people-process challenges, and translate them into clear product priorities, user needs and valuable solutions
- Own and facilitate roadmap prioritization across People & Culture, IT and business stakeholders, ensuring transparent trade-offs and clear decision-making
- Ensure strong stakeholder engagement, adoption and continuous improvement
- Build strong partnerships across People & Culture, IT and end-users to align priorities and drive adoption
- Work closely with vendors and implementation partners to ensure successful delivery

You are a good candidate if you have

- Strong understanding of people processes, HR platforms and how technology can support simpler and better ways of working
- Experience as a Product Owner, Product Manager, Product Lead, Business Analyst, HR Technology Lead or similar role. Formal product management training or product ownership certification is an advantage
- A business mindset and experience evaluating and implementing digital improvements that create practical value for users and BWS
- A proactive product mindset and the ability to challenge requirements and drive change constructively across functions
- Curiosity and practical experience with AI or emerging technologies, especially where they can simplify people processes and improve the employee and leader experience
- Comfortable speaking to users, senior stakeholders, and executives

- Experience with standardization, automation and digital process improvement

Most importantly, you are curious and proactive. You understand the business, spot opportunities and help turn them into practical improvements.

What we offer

You will take ownership of an important product area and have real influence on how HR platforms develop across BWS.

You will work closely with colleagues across People & Culture, IT and the wider organization in an environment built on collaboration, trust and continuous improvement.

Practical details

The position is based in Esbjerg or Aarhus.

For more information, please contact Henrik Madsen, Manager – Finance & HR Platforms, +45 29 25 88 46.