

Andreas Nyhus

Application for Global People Operations Lead

andreas@newhousehr.se · +46 790 746 246 · Stockholm, Sweden ·
<https://www.linkedin.com/in/andreas-nyhus-56a36311a/>

— PROFILE

More than ten years of broad HR experience, with a core focus on manager support, labour law, collective bargaining negotiations, complex change management, and establishing sustainable HR operations. Experienced in leading organizations through high-stakes transitions, restructuring (downsizing and closures), and digital HR/payroll modernizations across large-scale municipal and corporate environments.

— EXPERIENCE

Interim Payroll Manager

2025-01 – 2026-12-31

Coop Sverige AB (via Newhouse HR Management AB) · Interim Management / HR Operations

Head of payroll operations with the clear mission to insource and decentralize the payroll process between two Coop trade unions.

- Owned end-to-end payroll delivery with full operational responsibility for quality, accuracy and timeliness.
- Reviewed and rebuilt HR and payroll processes, introducing clear quality controls and audit routines affecting way of working for all managers.
- Led the in-sourcing of outsourced payroll operations — fully transitioned to in-house delivery by November 2026.
- Drove system integrations and supported the rollout of Workato and a modern workforce management, scheduling and staffing platform.

HR+8 · Quinyx / Workforce Management · Process Optimization · In-sourcing · Automated workflows

Interim HR Manager

2024-08 – 2024-12

Coop Logistik AB (via Newhouse HR Management AB) · Interim Management / Restructuring

Led HR operations through the final closure phase of the Bro logistics terminal.

- Completed the terminal closure and was the sole survivor.
- Led a payroll administrator and an HR coordinator as direct reports.
- Managed employee reductions from approximately 800 employees down to zero, including offboarding throughout the closure.
- Served as the on-site HR lead at the Bro terminal while concurrently supporting Coop's Frozen Goods Terminal in Enköping.
- Provided operational manager guidance, handled trade union negotiations, work environment safety and change communication.
- Worked with onboarding and offboarding through both digital initiatives and manual processes.

Change Management · Site Closure · Labour Law · MBL Negotiations · Employee Relations

Interim HR Business Partner

2023-10 – 2024-06

Coop Logistik AB (via Newhouse HR Management AB) · HR Business Partner / Restructuring

Strategic HR planning, risk analysis, and execution during the planned terminal decommissioning.

- Partnered closely with the terminal leadership team to structure the closure project.
- Supported first-line managers with their day-to-day personnel matters.
- Worked with onboarding and offboarding through both digital initiatives and manual processes.
- Planned and delivered training for the terminal's approximately 20 managers ahead of their redundancy conversations.

HR Risk Management · Transition Planning · Union Dialogue

HR & Payroll Manager

2022-08 – 2023-08

Combimix AB, Bålsta · HR Management

Member of executive management team driving company-wide restructuring and foundation building.

- Reported to CEO; responsible for organizational development, recruitment, onboarding, and payroll governance.
- Executed company-wide restructuring including organizational design, outplacement, and management recruitment.
- Procured and launched a brand new company intranet to standardize workflows and HR routines.
- Procured and facilitated leadership development programs across individual and group levels.
- Managed vendor procurement for modernizing the corporate IT environment and new external web presence.
- Worked with onboarding and offboarding through both digital initiatives and manual processes.

Executive Management · Intranet Implementation · Leadership Development · Outplacement

HR & Payroll Manager

2020-05 – 2022-07

Håbo Municipality, Bålsta · People & Payroll Leadership

Dual head of municipal central HR department and shared payroll service center.

- Led 14 direct reports: nine payroll staff and five HR business partners, with responsibility for HR delivery across five administrations supporting approximately 90 managers.
- Led an administrative reorganisation from six administrations to five, updated systematic work environment routines and introduced a new ATS, career platform and manager handbook.
- Directed the shared payroll centre processing approximately 5,000 salaries per month across three municipalities and supporting 230 managers.
- Standardised payroll workflows, digitised flex-time and wellness allowances and introduced an employee self-service portal.
- Worked with onboarding and offboarding through both digital initiatives and manual processes, including manager induction.
- Planned and delivered manager training in employment law, work environment and rehabilitation. During a three-day work environment programme for all municipal managers, delivered the first training day.

Utdata · Varbi ATS · Draftit · SAM · Municipal Governance · Shared Services

HR Business Partner

2019-09 – 2020-04

Håbo Municipality, Bålsta · HR Business Partner

Strategic compensation, analytics, and operational manager coaching.

- Led annual salary reviews, gender equal pay audits (lönekartläggning), HR analytics, and statutory personnel reporting.
- Advised managers on labour law, conflict resolution, union negotiations, and rehabilitation cases together with health services.
- Worked with onboarding and offboarding through both digital initiatives and manual processes.

Pay Equity Audits · HR Analytics · Labour Law · Rehabilitation Management

HR Business Partner

2017-11 – 2019-08

Lilla Edet Municipality · HR Business Partner

Comprehensive operational HR support, negotiations, and organizational advisory.

- Managed salary review processes, KPI reporting, onboarding frameworks and HR digitalisation.
- Direct advisory to line managers in union negotiations, performance management and rehabilitation processes.
- Worked with onboarding and offboarding through both digital initiatives and manual processes.

MBL · Rehabilitation · Competence Supply · Digital Ways of Working · Personec P

EARLIER CAREER

Consultant Manager

2017-05 – 2017-10

Manpower

Managed ~150 industrial consultants, recruitment, and customer relationships.

Recruitment Consultant

2017-01 – 2017-05

Academic Work

End-to-end recruitment pipelines, client advisory, and candidate evaluations.

Office Manager & Job Coach

2015-02 – 2016-12

Lernia

Promoted to Office Manager overseeing 3 staff, budget execution, and labor market coaching programs.

— EDUCATION

Bachelor's Degree in Human Resources (Fil.kand. Personal- och arbetsliv)

2013 – 2016

University West (Högskolan Väst), Trollhättan

Focus: Work and organizational psychology, Swedish labour law, organizational change, and conflict resolution.

- Degree Project: 15 ECTS thesis on Organizational Culture and Climate.

Bachelor's thesis (C-uppsats): <https://hv.diva-portal.org/smash/record.jsf?pid=diva2%3A947292&dswid=1739>

— HR TECH STACK & SKILLS

Payroll & Core HR Systems

HR+8 · Personec P & Utdata · Hogia HR/Lön · EVERY eCompanion+ · Visma / Aditro · Visma Spiris

Workforce Management & Operations

Quinyx (WFM / Staffing / Scheduling) · Stratsys (Planning & KPI Tracking) · Qlik Sense / QlikView (BI & HR Analytics)

Recruitment & ATS

Teamtaylor · Varbi · Visma Recruit · Jobylon

Rehabilitation & Incident Tracking

Miljödata (Adato, Lisa, Novi) · Medhelp · KIA / HIA (Incident & Work Injury Reporting)

Knowledge & Policy Hubs

Draftit · SiteVision

Collaboration & Productivity

Google Workspace · Microsoft 365 · Modern AI Workflows & LLM Integration