

## Compensation and Benefits Mgr Belgium.

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Company: Agfa

Location: Mortsel

Category: other-general

Are you ready to lead significant Benefits & Compensation projects within our organization? We are seeking a skilled Compensation & Benefits Manager for BeNe (Belgium & Netherlands) who will work closely with the local payroll team in Mortsel and maintain direct contact with the Global Compensation and Benefits Manager. This role involves collaborating with various teams, including HR Business Partners, HR Country Heads, Management, and other business teams. You will be part of the Belgium HR Management Team.

In this role, you will always maintain oversight, utilizing your strong analytical skills to ensure high-quality service within set deadlines.

### **Responsibilities:**

Supervise the accurate execution of payroll administration within Belgium and the Netherlands, in collaboration with a team of payroll experts.

Take an active role in the Belgian Agfa Pension Fund (OFP), ensuring operational and legal compliance.

Ensure the correct application of Agfa's compensation strategy, including legislative and policy compliance, and coordinate the implementation of projects focused on digitization, automation, and process improvement within your domain.

Work closely with HR Managers and social partners, being responsible for the implementation of collective labor agreements and legislative changes.

Translate policies and analytics into insights, providing clear reports for senior management. You will advise senior leaders and formulate recommendations.

Stay up-to-date with developments in your field of expertise, focusing on innovation and optimization.

**Requirements:**

Master's degree in Law, Economics, Business Engineering, HR Management, or a related field.

10 years of experience within the C&B domain, preferably in an industrial context.

Experience with pension legislation and knowledge of the functioning of the OFP.

Possess practical and conceptual knowledge at both local and global levels, including personnel administration and legislation.

Knowledge of various systems and tools such as SAP and SuccessFactors is a plus.

Strong experience in coordinating and implementing projects, with the ability to motivate, persuade, and coach both virtual and non-virtual teams.

Analytical skills, experience with complex reporting and data analysis, and the ability to translate these into advice and optimizations.

Excellent presentation skills and experience in advising senior managers.

Outstanding communication skills in English and Dutch are a must.

Proactive, service-oriented, and result-driven.

**Offer**

Agfa is a Belgian company with an innovative mindset, headquartered in Mortsel. We offer high-tech solutions that contribute to a sustainable future. Join us for an exciting career in an international and dynamic environment, where you'll have the opportunity to work on high-impact projects and take HR to the next level. We provide comprehensive training and career development programs, along with a comprehensive compensation and benefits package.

Ready to help build the world of tomorrow? Apply now!

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