

HR Manager

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Company: Michael Page

Location: Zaventem

Category: other-general

As HR Manager, you will be responsible for monitoring, coordinating, and executing various activities within the different domains of HR for the BeNeLux region. You will closely collaborate with and report to the General Manager.

Key Responsibilities

Collaborate closely with the General Manager: Provide advice on the application of local labor law and employee relations. Additionally, offer HR expertise and advice to support business strategies and plans.

Coordination of on- and offboarding activities: Manage vacancies, screen candidates, and follow up until the candidate's onboarding.

Benefits & Payroll: Manage compensation and benefits, including fleet management, group and health insurance, etc., across various entities. Ensure accurate payroll processing and stay updated on compensation & benefits trends, benchmarking, etc.

Union relations: You build and maintain constructive relationships with staff delegation and Unions representatives and facilitate the social dialogue

Project Management: Lead HR projects, including analyzing and reporting HR data, proposing improvement actions and new processes, managing on- and offboarding flows, etc.

Policies & Compliance: Stay legally compliant and keep abreast of legal changes.

Collaborate with and act as consultant for various departments (Legal, Finance, other business functions).

Communication and Culture: Formulate proposals and implement action plans to strengthen company culture and promote a positive work environment that motivates employees and evolves with the organization.

Support regional HR: Assist with growth projects, such as entering new markets in the BeNeLux region.

Other HR activities: Coordinate training, performance reviews, etc.

You have a Bachelor or Master degree in a relevant field or equivalent by experience

You can demonstrate at least 5 years of experience in a similar, generalist role including soft & hard HR responsibilities.

In-depth knowledge of labor and social law, with a passion for developing new cases.

You have a prior experience in social dialogue working with staff delegation / trade unions.

Excellent proficiency of Dutch, French, and English.

Willingness to learn and meet deadlines.

Proficiency in Microsoft Office packages, knowledge of eBlox (SD Worx) is a plus.

Strong organizational skills and attention to detail.

Discreet and trustworthy with excellent communication skills and a can-do attitude.

We offer a full-time permanent contract in an international environment.

A varied, generalist HR role covering the broad HR spectrum and offering you a

very high level of autonomy and visibility from the very beginning, reporting directly to the General Manager.

Creative and inspiring environment that encourages optimization and initiative.

Competitive salary assorted by fringe benefits such as a company car, group and health insurance, 12 time reduction days, home working possibilities.

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Cross References and Citations:

1. [HR Manager ThailandjobsJobs ZaventemThailandjobs](#)
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