

Belgium Jobs Expertini®

Human Resources Generalist

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Company: Valeron

Location: Essen

Category: other-general

Company Description

Illinois Tool Works (ITW) (NYSE: ITW) is a Fortune 200 global multi-industrial manufacturing leader with revenues totaling \$16 billion. The company's seven industry-leading segments leverage the unique ITW Business Model to drive solid growth with best-in-class margins and returns in markets where highly innovative, customer-focused solutions are required.

ITW has approximately 50,000 dedicated colleagues in operations around the world who thrive in the company's unique, decentralized, and entrepreneurial culture. We offer unparalleled access to challenging opportunities in high-growth, diverse industries, and markets around the world.

Our team members are essential in developing innovative methods of continuous improvement, exceptional customer service, and a safe work environment. We believe having a diverse and inclusive team enables us to better serve our customers and contributes to the continued overall success of our organization.

Job Description

The HR Generalist has the opportunity to support employees, partner with management and Valeron's global HR team to drive execution of the ITW business model and Valeron Strategic Intent. The HR Generalist will be engaged with the local plant operations management team, be able to initiate change and lead improvement efforts and will be knowledgeable in all areas of human resources. Participant in the development of and implementation of human resources strategies.

Must be able to work collaboratively with managers and internal/external customers and be innovative in developing human resource strategies that complement the Company's goals – 'the 80'. Must be able to demonstrate strong communication skills, effective management and leadership skills, and have a commitment to diversity. The HR Generalist will report to Global Director of HR.

Enterprise Strategy & 80/20 objectives

Develop an understanding of the 80/20 principle and ability for effective execution

Partnership with plant operations leadership team to support HR and Operations 80 focus

Be able to effectively communicate changes impacting the business

Human Resource Management

Partner with Global HR Director for intentional execution of annual talent management cycle

Partner with operations leadership while assuming local management leadership role for plant operations

Initiate, support and drive change, as needed throughout the business

Revise and/or create, implement and effectively communicate human resource or people related processes and policies

Interpret, report and manage compliance with the country laws and regulations

Talent Acquisition

Engaged with local and division leadership regarding employee needs within plant and division

Execute Valerons recruitment process; partner with managers and lead all phases of the recruitment process

Negotiate, approve, and maintain all employment contracts, including the selection, performance, and evaluation of third party employee search, contract and temporary agencies

Develop recruitment strategies for exempt and non-exempt roles

Training & Development

Manage the identification and development of High Potential employees, working with management and corporate

Identify, design and deliver training and mentoring programs that promote employee development and engagement

Manage appraisal process for all employees, including performance issues of individuals and teams

Employee Relations

Facilitate, counsel and coach employees and managers to resolution regarding employee relations

Participate and support in the works council, safety committee and union negotiations

Interface with country agencies on employment issues

Compensation & benefits

Co-coordinate process of promotions, merit increases and bonus plans

Process cost of living adjustments as required by country laws and regulations

Manage and supervise the payroll department and process for all Essen employees (including Instron Belgium and QSA Belgium)

Coordinate and implement payroll tools and updates together with payroll department and agency as necessary

Qualifications

Bachelor's Degree in Human Resources or related field

Minimum of 5 years of progressive HR generalist experience, preferably with at least one leadership role

Excellent written and verbal communication skills (Dutch and English) are necessary, as well as the ability to build networks of contacts externally and internally

Ability to link HR decisions to overall company/business objectives

Must be able to exercise independent judgment, ability to work independently and function

well in a team environment

High level of intellectual curiosity with ability to find problem and provide solutions

Strategic thinking with ability to accelerate and influence change

Excellent time and project management, must have a sense of urgency, able to prioritise including the ability to manage competing priorities

Additional Information

ITW offers its employees a path for advancement, a competitive salary, and a comprehensive benefits package designed to help employees care for themselves, their families, and their futures.

All your information will be kept confidential according to EEO guidelines.

ITW is an Equal Opportunity / Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to sex, gender identity, sexual orientation, race, color, religion, national origin, disability, protected veteran status, age, or any other characteristic protected by law.

We do not accept unsolicited resumes. To be considered an applicant, please apply online to a specific job posting.

If you are a qualified individual with a disability and are unable or limited in your ability to use or access the online application system process due to your disability, please [click here](#) for information on how to contact us directly.

ITW is an equal opportunity employer. We value our colleagues' unique perspectives, experiences and ideas and create workplaces where everyone can develop their careers and perform to their full potential.

As an equal employment opportunity employer, ITW is committed to equal employment opportunity and fair treatment for employees, beginning with the hiring process and continuing through all aspects of the employment relationship.

All qualified applicants will receive consideration for employment without regard to race, color, sex, gender identity, sexual orientation, religion, national origin, age, disability, protected Veteran status or any other characteristic protected by applicable federal, state, or local laws.

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