

Junior HR & IT Consultant (September 2024)

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Please note we have filled this position for , but we are accepting applications for future openings in .

“As a functional consultant on the **Operate** team, I’m responsible for the digitization of my clients’ HR processes, ranging from hiring to retirement of staff. On one of my projects, the client wants to configure the sending of automatic e-mails to candidates throughout the **selection process**. These e-mails contain different pieces of information, such as the date, place, and time of the next interview, a link to the career site, documents that need to be signed by the candidate, etc. Thanks to my work, the HR managers will make fewer mistakes and save lots of time in the future.” — Manon Piron

Like Manon, you’ll be working as a **functional consultant**, straddling the business and IT sides of our projects. What does that mean exactly? A project typically goes a bit like this: first, you visit the customer and organize **workshops** to analyze their way of working. Based on that information, you create **blueprints**, drawing up processes and suggesting optimizations. Then the IT part comes into play. You’ll be inputting these processes to a **software package** and translating **business requirements** into **technical specifications** for our developers

(who will do the coding). After **testing** whether everything works properly, you'll train the customer in how to use the new system.

Prepare yourself for an interesting journey in the diverse world of HR, working on exciting projects for a broad range of companies and industries!

Apply for Junior HR & IT Consultant (September)!

Thank you for your application.

We will get back in touch with you soon! Have a great day!

read our stories

What team will you be part of?

Our **People** domain focuses on bringing added value to HR departments, managers, and employees, with the goal of enhancing employee experiences and boosting organizations' performance. How do we do this? By guiding our customers in the implementation of **SAP, Microsoft, and Salesforce** solutions related to **learning and development, feedback and performance, recruitment, onboarding, time management, and payroll**. But that's not all! We also specialize in **change management** (since a new system isn't always welcomed by everyone) and **collaboration tools** (like Microsoft). We work on the future of HR every day. We work where we work best, when we work best. delaware has its offices in Antwerp, Ghent, Kortrijk, Liège, Lummen, and Wavre, but as a consultant, you'll often find yourself **on-site** with our customers as well. We offer very flexible hours, and we'll find the perfect balance together.

Prepare to launch your career like a rocket! At delaware, you'll enjoy an attractive salary package and you'll be part of one of the most exciting workplaces in Belgium and beyond.

We'll provide you with thorough training and onboarding and will invest in your growth every single day. If you're motivated, the sky really is the limit.

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