

Senior HR Partner

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Company: ENGIE

Location: Brussels

Category: other-general

ENGIE Belgium is looking for a passionate and dynamic **Senior HR Business Partner** to support our Marketing & Sales teams. If you are motivated by finding concrete solutions in a fast-paced market environment, this is the position for you!

Your responsibilities as a Senior HR Business Partner (M/F/X)

Define, communicate and implement the HR strategy for Marketing & Sales, in line with Engie's HR strategy.

Work with senior managers to anticipate business needs, identify challenges and opportunities, and align HR strategies and plans accordingly.

Support the hierarchy in the search for the necessary profiles, the integration of new employees, the implementation of succession plans, and provide ideas and solutions to improve the collective performance of the organization.

Model and track workforce planning in the context of organizational needs/changes.

Liaise with employees and team leaders: answer questions and provide support regarding internal mobility, onboarding, individual training and development plans, contractual arrangements,...

Accelerate employee development by implementing effective learning and development programs, promoting a culture of feedback and recognition, and encouraging diversity and inclusion initiatives.

Contribute to the maintenance of a good social climate within the entity, manage social relations at the local level within your perimeter, contribute to social relations at the level of the Marketing & Sales entity.

Deploy operational improvements in Engie's HR processes and HR systems.

Support employee engagement and resolve any issues in a timely and respectful manner.

Implement cross-functional projects within your scope of activity.

Your profile as a Senior HR Business Partner (M/F/X)

You have a **minimum of 5 years of experience** as an HR Business Partner or in a similar function in a fast-paced environment.

You have a degree in HR, Social Sciences, Psychology, Economics or other Humanities or equivalent experience.

You are bilingual **Dutch/French** and have a professional command **English**

You have a good knowledge of **social legislation**.

You are a team player, you are a driver of change in the field of HR.

You are an effective communicator and a strong collaborator, able to create trusting relationships at all levels.

You are proactive, flexible and solution-oriented.

You demonstrate integrity, confidentiality and professionalism, while respecting our values and culture.

You are aware of safety and the environment, constantly looking out for your well-being and that of your colleagues.

Your colleagues see you as someone who is passionate about HR, employee-oriented, and takes responsibility with energy and commitment.

We offer you as a Senior HR Business Partner (M/F/X)

Rewarding collaboration You will have the opportunity to work with many HR specialists in different fields.

Flexibility and variety : We offer you variety in your work combined with the necessary flexibility. Balance your professional and personal life with remote work options.

Continuous learning : Benefit from a wide range of training and development opportunities.

Attractive compensation : Benefit from competitive compensation, a bonus system and fringe benefits.

An inclusive environment Be part of an organization that is committed to well-being, diversity, and inclusion

Place of work:

You will be based **Brussels** (near Gare du Nord) and will work regularly on the other sites of the Marketing & Sales entity (Ghent, Antwerp, Namur, Gosselies, etc.)

Ready to take on this challenge and be part of a company that builds efficient energy solutions for a carbon-neutral world every day? Then we'd love to meet you! Apply now to join our dynamic team at ENGIE Belgium.

MORE ABOUT US

To become a **leader in the carbon-neutral transition** Belgium, ENGIE masters all energy professions: from energy production to consumption optimization, from research and innovation to the maintenance of the most complex installations, from engineering to construction and the completion of your project. Our 7,000 employees in Belgium are building a better future for our planet.

A better future for all of us!

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