



Expert Program Manager Well-Being

BRUSSELS

External Description

Goal:

As our Expert Program Manager for Wellbeing, you'll play a pivotal role in shaping our company culture by spearheading initiatives that prioritize the physical and mental health of our employees.

Implement measures to improve employee engagement and thus help reduce absenteeism

Ensuring a physically and psychologically safe workplace

Reporting to the engage & care director within our HR organization, you'll collaborate closely with leadership to develop and implement a comprehensive wellbeing strategy that reflects our commitment to employee welfare.

Your Mission:

Collaborate with CHRO and EXCO members to direct and refine our wellbeing strategy, ensuring alignment with organizational objectives.

Engage with stakeholders across all levels of the organization to understand and address wellbeing needs effectively.

As a Wellbeing manager, you will initiate projects based on our yearly employee survey, which we send out to all our employees to hear their feedback. The topics that emerge from the survey will serve as the foundation for defining where the priorities will lie in the projects.

Translate cutting-edge research into actionable initiatives that elevate employee wellbeing.

Develop a tailored wellbeing roadmap for BU Belgium, leveraging global benchmarking and data-driven insights.

Establish concrete metrics to monitor program progress and effectiveness, presenting findings through a comprehensive dashboard.

Partner with senior stakeholders to shape and deliver wellbeing initiatives that resonate across the organization.

Utilize employee data to derive insights and identify opportunities for enhancing wellbeing.

Foster a culture of wellbeing by amplifying employee voices and promoting participation in wellbeing programs.

Forge strong relationships with internal and external stakeholders to implement best practices and gather benchmark data.

Communicate wellbeing initiatives effectively through various channels, including presentations and internal social media platforms.

Lead by example, championing a work environment that prioritizes employee wellbeing.

Your Profile:

Demonstrated ability to operate strategically while executing operational initiatives effectively.
Strong project management skills coupled with the ability to influence and collaborate effectively.
Passion for promoting wellbeing in a global organizational setting.
Minimum 8 years of experience in developing and managing global wellbeing programs.
Familiarity with national employment legislation and wellbeing regulations.
Expertise in employee engagement strategies, including experience with engagement surveys.
Proficient in program management, capable of translating objectives into actionable plans with clear timelines.
Excellent interpersonal skills, adept at building relationships and inspiring stakeholders at all levels.
Fluent in English, French, and Dutch, with strong presentation skills.
People management experience, with the ability to lead and motivate a team of experts

Why bpost?

Like many other companies, we offer, in addition to a monthly salary, a wide range of benefits, including meal vouchers, hospitalization insurance, group insurance, disability insurance, a bonus, a car, 20 days' leave and 7 additional statutory leave days, an end-of-year bonus, double holiday pay and many benefits from more than 100 bpost partners.

This is where we really stand out:

Decisions are taken here in Belgium. At the same time, you are part of an international story, thanks to our many activities in Europe, US and Asia. In your role you will have a direct impact.

You will find yourself in a company in a state of flux with big ambitions and a strong transformation agenda. Admittedly, this creates some complexity, but above all a lot of challenges and innovative projects.

The atmosphere, the collegiality and the friendly bpost culture is unique. And we will prove it.

You can focus 100% on your job, with optimal support from all our internal services.

As an international service provider of parcel and e-commerce logistics, we create real connections between millions of people, businesses and communities. Our team of +34,000 employees is our greatest asset in this story. Thanks to them, we continue to play a key role in our rapidly changing society.