



Talent Acquisition Lead

BRUSSELS

External Description

The purpose

Het bpost is always on the move. We create an environment for our people with challenging projects, inspiring collaborations and the latest technologies, with interesting job opportunities and training programmes for everyone.

The Talent Acquisition team deals with 3 things, Recruit, Redeploy and Reorganize:

Recruit: processing, screening and selecting candidates at all different levels and in different fields. We get our candidates through different initiatives such as Bring a Friend, but also through publications on different job boards, collaboration with head hunters and looking for the suitable candidate ourselves through channels such as LinkedIn.

Redeploy: as a socially responsible employer, bpost considers it important to prepare people for the labor market of the future. The TA team will therefore perform selections for people with a distance to the labor market, but will also support selections for internal development programs to give people the opportunity to grow, obtain a diploma, etc.

Reorganize: when internal candidates are told that a reorganization will take place, it is our job to first of all perform the selections regarding the positions that will be retained in the new structure. In addition, the TA team, in collaboration with TMC's labor consultants will follow up with the candidate from the time of announcement to placement in a new position within the organization.

Are you a driven sourcer who always did recruitment assignments for external clients as headhunter or executive search consultant and do you want to help internal clients with the same commercial flair? Then don't forget to read on!

Are these responsibilities for you ?

- Project Manager:

As a senior Talent Acquisition Specialist, you can do any new assignment as a project. The

ultimate opportunity to further expand your knowledge and expertise in a certain functional domain! You will be able to manage your assignment from A to Z completely autonomously. (mainly with corporate clients within Finance, Legal and HR) From the intake to the wage negotiations, you are the person in the driver's seat. You make a plan of approach that you adjust in function of the labour market and the needs of your internal client.

- Creative active sourcer:

Keep a close eye on the developments in the recruitment market and try to approach the candidate in a creative way. In this way, you rework the application into an attractive job advertisement and you try to attract the attention of potentially interesting candidates during your active sourcing. If it is necessary to set up a campaign, then together with the client and the employer branding team, we look at what actions we can take.

- Stakeholder manager:

A senior Talent Acquisition specialist, you are the connecting factor between your internal client, your HRBP and your candidate. You become the right person for the business when there is a need within recruitment and you can convince them to follow your plan of action. This makes the recruitment process a fast and pleasant experience for our candidate, which ultimately leads to an overall satisfaction.

Your Profile

- As a senior talent acquisition specialist, you are naturally curious and network like no other. You want to know more about your new assignment, but the story of each candidate is also always a journey of discovery. We would like to emphasize the things below:
- You have a contagious passion for Human Resources.
- You get energy from communication at various levels and will mainly work at bpost on assignments within Finance, HR, Legal, Audit, Sales, Marketing, ...
- You like the impact, you are the connecting factor throughout the entire recruitment process.
- You have a commercial attitude and you get energy from actively sourcing candidate
- You have at least 10 to 15 years of experience in recruitment and you are familiar with LinkedIn, Stepstone, VDAB etc... but also Twitter, Instagram and Facebook you will find interesting ways to explore.
- Thanks to your network, you can fill in the application before it has even been launched.
- You are Dutch- or French-speaking and have knowledge of the second national language and English.

Why bpost ?

- Like many other companies, we offer a monthly salary (with an end-of-year bonus and double holiday pay, of course) as well as an attractive package of benefits, including luncheon vouchers, a lump-sum net reimbursement, hospitalisation insurance, group insurance, disability insurance, a bonus, a company car linked to a cafeteria plan, 20 days' leave and 7 extra statutory leave days, and many benefits for 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 and Asia.
- You will find yourself in a company in a state of flux. 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 for which you are fully responsible from A to Z. We provide optimal support: tailored tools, experienced colleagues and the necessary coaching of your manager.
- Your Benefits Your Choice: At bpost, you have a wide range of benefits at your disposal. With our flexible plan, you can tailor your benefits to your needs. Decide for yourself what you need and where you want to spend less on. For example, a budget can be freed up to buy extra days off, an electric bicycle or multimedia.
- As an international 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.