



HR Business Partner - Antwerpen

ANTWERP

External Description

Objective:

Build strong collaborative relationships with the middle management of the business units under their purview, guiding them through every phase of the HR journey. This includes discovering, implementing, and closely monitoring appropriate actions and initiatives of moderate complexity. They also manage simple organizational structures and standard procedures in accordance with HR policies and regulations. All with one goal in mind: to support business objectives and achieve the strategic vision.

Tasks and Responsibilities:

1. 1) HR Partnership:

- Act as a proactive partner for assigned entities.
- Implement HR strategies and plans.
- Analyze business needs and HR indicators.
- Support management in HR processes.
- Organize weekly meetings and HR support.

1. 2) Change Management:

- Lead HR aspects of reorganization projects.
- Prepare and facilitate transition to new organizational model.
- Communicate with stakeholders and follow up on implementation.

1. 3) Recruitment and Talent Management:

- Develop recruitment plans.
- Support execution of recruitment processes.
- Track recruitment status and report.

1. 4) Performance Management:

- Analyze training and development needs.
- Participate in evaluation and monitoring of training programs.
- Support development of talent and succession plans.

1. 5) Social Partnerships:

- Avoid social conflicts by proactively mediating.
- Prepare for formal social consultations and maintain contacts.

1. 6) Employee Engagement:

- Collaborate on improving work relationships and engagement.
- Analyze absenteeism and satisfaction.
- Support HR communication and develop well-being plans.

1. 7) Coaching and Development:

- Coach Middle Management in people management.
- Participate in development of HR processes and systems.

1. 8) Continuous Improvement:

- Analyze trends and metrics for developing solutions.
- Stay informed about HR trends and best practices.
- Acquire and maintain knowledge about clients and their priorities.

Your Profile:

- Master's degree or equivalent by experience
- Minimum 4 years of work experience
- Fluency in English or Dutch with a good command of the second language and basic knowledge of English
- Strong interpersonal and communication skills
- You are a team player and able to collaborate effectively
- Knowledge of HR processes, project management, labor law, and change management
- You have a driver's license B

Why bpost?

Like many other companies, we offer, in addition to a monthly salary, a nice package of benefits, including meal vouchers, hospitalization insurance, group insurance, disability insurance, a bonus, 20 days off and 7 extra legal days off, an end-of-year bonus, double holiday pay, and many benefits with more than 100 bpost partners.

What really sets us apart:

- You have the opportunity to participate in a project of great social importance.
- Decisions are made here in Belgium. You are simultaneously part of an international story, thanks to our many activities in Europe and Asia.
- You join a company in full transformation. Granted, this brings some complexity, but above all, a lot of challenges and innovative projects.
- The atmosphere, camaraderie, and friendly bpost culture are unique. And we will prove it.

As an international provider of parcel and e-commerce logistics services, 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.