



Strategic Workforce Manager

BRUSSELS

External Description

□ Become a Strategic Workforce Manager at bpost - Building a Future for 34,000 Employees!

Do you want to play a key role in the organization of bpost? As a Strategic Workforce Manager, you will closely collaborate with the management and the board of BU Belgium to understand, make transparent, and optimize the white-collar population within bpost Belgium. Starting at bpost Belgium, the aim is to eventually support this across the bpost group, which has branches in the US, Europe, and Asia. You will report to the Director of Workforce Management within HR, who is responsible for the short- and long-term personnel strategy for bpost.

Your Mission:

Develop a close collaboration with the management and the board of BU Belgium to:

- Make transparent the white-collar population within bpost NV (who does what, what is needed),
- Measure the performance of this population (how efficient are we), and
- Facilitate strategic workforce planning of this population (how many people do we need in the future)
- Thus, also facilitating discussions on initiatives to balance the demand and supply of workers (flexibility, efficiency, organization, etc.).

Your Role:

- Workforce Planning Partner: Act as a proactive sparring partner for the white-collar managers, translating business needs into concrete actions in collaboration with HR and other relevant departments.
- Analytical and Strategic Thinker: Develop analyses and be a strategic partner for the business. Support teams in identifying opportunities for efficiency

improvements and initiating proposals regarding organization, collaboration, processes, and the use of new tools.

- Support Transformation: Assist in designing and/or initiating the above initiatives.
- Tooling: The goal is to develop HR analytics as quickly as possible to simplify and decentralize the above analyses, allowing focus on strategically thinking about solutions.

Your Profile:

It goes without saying that you have strong analytical skills and bring drive, enthusiasm, energy, and a positive attitude to the team. We want to emphasize the following:

- Experience: Minimum 5-10 years of experience in HR (analytics), in strategy/management consulting, or within the strategy department of a leading multinational. Thorough knowledge of the second national language and English is required.
- Strategic Insight: You think short, medium, and long term, can identify core issues, assess risks, and build a path towards impact.
- Self-driven: You take ownership of your work: independent, proactive, hands-on, results-oriented, with the right priorities and pragmatism.
- Stakeholder Management: You can easily connect with operational business teams and top management, preferably in English and Dutch or French. You demonstrate common sense and diplomatic capabilities to navigate through confidential and sensitive matters.
- Technical Skills: Excellent knowledge of HR or people analytics and HR ICT systems, passionate about (Gen)AI and new technologies.

Why bpost?

We offer a competitive salary (with year-end bonus and double holiday pay, of course), as well as an attractive package of benefits, including meal vouchers, representation allowance, hospitalization insurance, group insurance (pension, death, and disability), a bonus, a company car linked to a cafeteria plan for alternative mobility options/extra leave/etc., 27 days of leave, and benefits with more than 100 partners of bpost.

What makes us unique:

- You get full responsibility for your projects in close collaboration with highly skilled professionals from the business world and the company's top management.
- Decisions are made here, in Belgium. At the same time, you are part of an international story, thanks to our many activities in the US, Europe, and Asia.

- Challenge and Innovation: You join a company in full transformation. Admittedly, this creates some complexity, but mostly many opportunities and innovative projects.
- Unique Company Culture: The collegiality and friendly atmosphere at bpost are unparalleled, and we ensure that you can fully focus on your work with optimal support from internal services.

In addition, we offer a wide range of project opportunities, future perspectives, fast career opportunities, and professional training in a work environment where competencies are paramount and with attention to equal opportunities and diversity.

As an international provider of parcels 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.

Apply now and let your talent shine at bpost!