



## Manpower Planning Manager Sorting and Logistics (Antwerp and Gent)

### External Description

#### *MPP Manager Sorting and Logistics (AX and GX)*

bpostgroup strives to create an inclusive environment with challenging projects and inspiring collaborations. With our employees at the heart of our organization, we don't believe in jobs, we believe in careers. We're now looking for a MPP Manager Sorting who will make us move.

#### **Your mission:**

**Proactive advising and support:** Be a sparring partner for the operational and senior management in personnel management and planning. Think along with them about quantitative, qualitative, and financial aspects, always from an E2E perspective.

**Coordination and planning:** Ensure we always have enough qualified staff. You ensure efficient deployment of our employees, in line with internal and external guidelines.

**Results-oriented work:** Together with your team, you are responsible for achieving regional objectives. You do this by monitoring, analyzing, and communicating results and proactively identifying opportunities and bottlenecks.

**Leadership and development:** Lead the Personnel Managers at the site. Together, you strive for continuous improvement by driving initiatives and projects in the short, medium, and long term.

#### **Tasks and responsibilities:**

**Identify recruitment needs:** Identify and predict long-term needs for various types of personnel, such as interims, bpost contracts, and student workers. Work closely with operational management to evaluate these needs and address challenges.

**Ultimate responsibility for recruitment:** Ensure smooth recruitment, onboarding, and retention of the postman population on the two sites.

**Point of contact for external partners:** Manage relationships with external partners such as temp agencies and employment offices (VDAB, Actiris) for the recruitment of postal workers.

**Employer branding:** Collaborate with HR to position bpost as a preferred employer in the job market. Continuously seek new opportunities and initiatives.

**Advice and support:** Provide ongoing support and advice to operational and senior management to improve the quality and efficiency of personnel management.

**SPOC for management and personnel manager** Be the central point of contact for questions about personnel management and planning tools (such as bselect, Quintiq) for managers, directors, workforce managers, and planners.

**Process uniformity:** Ensure consistent application of personnel management and planning processes across all entities. Share expertise, monitor correct application, and identify areas for improvement.

**Leadership and collaboration:** Provide functional leadership to HR managers and planners. Work closely with HR and Performance, share technical expertise, and support and guide the implementation of processes and tools.

**Training and meetings:** Organize monthly meetings for personnel managers. Provide training and actively participate in the development of programs like Eye for Talent.

**Best practices and project management:** Share and implement best practices at regional and national levels. Identify, manage, and follow improvement projects and participate in selection procedures and various working groups.

**KPI management and analysis:** Track and consolidate KPIs related to personnel management. Analyze figures and KPIs, draw conclusions, and proactively make recommendations to regional

management.

**Results-oriented work:** Maintain a global overview of the site's results, identify pain points and action points based on analyses, and define and launch action plans. Collaborate with Performance for the analysis and tracking of all KPIs.

### Your profile:

We do not only deliver letters and parcels, but also opportunities. This job is open to all with diverse backgrounds and talents, possessing the following skills:

*Thorough knowledge: Processes related to personnel management, planning, interims, and student workers, internal regulations, and social legislation.*

*Excellent operational process knowledge: Especially in sorting and logistics.*

*Sharp insight: In personnel management and planning, translating this into concrete action points.*

*Strong communication: You are the key partner for the preparation and transport manager and his team, clearly and convincingly conveying complex information.*

*Proactive and result-oriented: You take the initiative to implement improvements and achieve objectives.*

### Our offer:

Like a long-awaited parcel, we want to make you feel welcome and valued. Our offer includes:

Competitive monthly salary

Meal vouchers

Hospitalization-, group- and disability insurances

A phone subscription and company car

20 days of statutory leave and 7 additional extralegal days off

An end-of-year and performance-based bonus and double holiday pay

Many benefits from more than 100 bpost-partners

### Why bpostgroup?

bpostgroup is Belgium's leading postal operator and a growing parcel & omni-commerce logistics partner globally. With a **focus on social and environmental sustainability**, we aim to be a trusted guide in a changing world. As our newest team member you will:

Become part of the **bpostgroup family** with a unique atmosphere and culture.

Enjoy a **dynamic work environment** with a hybrid model allowing for flexibility.

Have access to **continuous learning and development** opportunities.

Have a direct **impact on decision-making** in an international success story.

Thrive in a **leadership culture** centered on visioning, sense making, innovation, and relating, empowering you to lead effectively in our forward-thinking organization.

**Find out more** [about bpostgroup](#)

**No match?**

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**More info?**

Feel free to reach out to Sybille Bataille