



Employee Listening Expert

BRUSSELS

External Description

Employee Listening Expert

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 an Employee Listening Expert who will make us move.

The Employee Listening Expert is responsible to implement our employee listening strategy including the deployment of employee listening tools and formats and deriving insights that help shape our employee experience and engagement strategy at bpostgroup.

Your mission:

You will lead the group-wide deployment of the employee engagement survey, in close collaboration with the BU counterparts, as well as other listening formats such as pulse surveys, focus groups etc.;

You will monitor the group engagement drivers and associated initiatives including events, workshops and communications;

You will help co-create and ensure that the listening strategy and framework are implemented and continuously improved;

You will provide reporting and insights to relevant business and HR functions and help shape initiatives and employee experience, leveraging the survey results and employee feedback;

You collaborate with our BU's and other relevant departments across the company and support them to ensure success in their engagement activities;

You work in partnership with other HR experts (talent development, HR business partners, prevention), identifying opportunities, offering expertise and supporting in other relevant projects;

You will work in close collaboration with Procurement and lead the interface to the vendor(s) of our survey providers, looking for synergies and standardization where possible.

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:

As the scope of your role is group wide, fluency in Dutch, French and English is required;

Proven written & spoken communication skills;

Prior experience in running engagement surveys and project management;

Experience with programs related to employee engagement or broader employee experience;

Experience with people and culture topics, and interest in creating an inclusive and engaging workplace;

Experience in data, analyzing trends, issues and opportunities and providing relevant insights;

Ability to connect across all departments and levels, experience in an international environment with a mix of white and blue collars is a real plus;

Experience in coaching or delivering trainings or workshops (e.g. relevant to HR, employee engagement, organizational culture) to leaders or teams but not required.

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?

[Explore other exciting job opportunities with us.](#)

More info?

Feel free to reach out to Sybille Bataille