



Strategic HRBP Manager

BRUSSELS

External Description

Strategic HRBP Manager

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 Strategic HRBP Manager for region North who will make us move.

Your mission:

Develop a strategic partnership with the top management of the entities for which he/she is responsible by identifying, implementing, and monitoring appropriate actions and initiatives in accordance with HR policies and procedures to help the business achieve its strategic objectives.

Acquire and maintain knowledge of key activities, strategy, and priorities of clients within the portfolio (business acumen), as well as profile and assess the development potential of N-1 (direct reports) of these clients.

Act as a proactive strategic partner and the main point of contact for HR matters by defining an annual strategic plan, identifying business needs, and translating them into concrete developments and actions, in close collaboration with the Center of Competence (CoC) to help the business achieve its objectives.

Contribute, as a member of the HR Service Units Team, to the development of HR strategy, collaborate on the development and improvement of corporate HR programs, processes, and policies, and lead the Center of Competence to develop tailored solutions for the business to ensure effective and quality support for the business.

Develop an annual strategic plan for the business units for which he/she is responsible and initiate key initiatives needed to make a difference in the implementation of the business strategy.

Provide a range of HR services within the business unit to contribute to the implementation of BU objectives aimed at representing the HR&O department and the following programs and policies:

Change Management: Determine, in collaboration with the BUs, the necessary change programs and take final responsibility for all HR aspects of reorganization projects.

Attract, Source, and Deploy: Take final responsibility for all internal and external recruitment processes within the scope, personally handling all senior management recruitment files.

Learn & Re-deploy: Take final responsibility for the training, coaching, and development plans of the entities for which he/she is responsible.

Talent & Performance Management: Take final responsibility for the management, facilitation, and monitoring of Talent & Performance programs and policies for the entities within the scope and assist the top management in his/her region in their roles in these programs and policies.

Reward: Take final responsibility for the implementation of Reward Management programs and policies for the entities within the scope and ensure internal cohesion is maintained.

Organization Design: Advise and support DirCom members and senior management on organizational structure and during significant reorganizations.

Exit: Take final responsibility for the effective execution of the exit procedure, assisting and supporting DirCom members in preparing exit cases.

Union & Employee Relations: Develop, with the support of the Union Relations Manager, good formal and informal relations with social partners to ensure social peace.

Coach and support the Operational Director and his/her Senior Managers in people management of their teams and their personal development (based on a personal development plan) to optimally develop their leadership skills and guide them in their "leading@bpost change journey."

Actively collaborate in optimizing relations with social partners and managing the mix of employment statuses (statutory, graded, and non-graded) with the internal client to contribute to the preservation of social peace.

Ensure functional management of HR Strategic Business Partners in the three regions for a specific key process of the internal MSO client to guarantee a transversal and coherent approach.

Coach, motivate, and lead a team of Strategic HR Business Partners to optimally utilize and develop their skills, abilities, and know-how, ensuring the smooth operation of the team.

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 a Strategic HR Business Partner Manager, you should have a good knowledge of social legislation, bpost regulations, as well as HR processes. You have team management skills and a strategic vision to help the business achieve its strategy. We also highlight a few other points:

- You have a Master's degree or equivalent by experience;

- You have a minimum of 10 years of professional experience;

- You speak Dutch fluently and have with good proficiency in French and English;

- Good knowledge of HR processes, roles, and responsibilities in a complex environment;

- Previous experience in improving organizational models and existing HR policies and processes to enable more agile business operations;

- You have very good interpersonal skills and excellent communication to engage with your internal clients (Dircom, Topex, Senex, unions, and HR colleagues) and team members;

- You are a team player and enjoy collaborating.

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