



## HR Reward Expert I

BRUSSELS

### External Description

#### *HR Reward 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 a HR Reward expert who will make us move.

#### **Your mission:**

As a Reward Expert, you will contribute to the development, implementation, coordination, execution, and communication of Reward policies and procedures. Your main responsibilities will include:

- Developing competitive Reward policies and procedures for fixed and variable compensation, extra-legal benefits, and other benefits.
- Serving as the Reward Single Point of Contact (SPOC) for a defined business unit, handling complex queries and providing expert advice.
- Managing processes and interfaces related to Reward, ensuring continuous improvement.
- Using economic models to analyze Reward areas, providing reports and recommendations for decision-making.
- Coordinating various Reward projects, updating documentation, and collaborating with internal and external teams.
- Participating in function classification and assuming responsibilities such as session chair or business SPOC.
- Maintaining relationships with external companies for benchmarking and other Reward-related topics.
- Keeping up-to-date with developments in the Reward field and sharing knowledge with team members.
- Communicating vision and meaning through webinars and other channels.

#### **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:

- Master's degree with a minimum of 8 years of experience, including at least 5 in a Reward or HR environment.
- Advanced knowledge of French or Dutch and solid knowledge of the other national language, as well as English.
- Experience to work in complex organizations.
- In-depth knowledge of Reward policies and processes, and job evaluation techniques.
- Solid knowledge of Belgian HR (socio-fiscal) legislation.
- Proficiency in project and process management.
- Expertise in mathematical models for data analysis.
- Proficiency in Office (Excel, Word, PowerPoint) or HR tools (admin and payroll management tools, document archiving SaaS tools, etc.).

### 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 Sara Van Reepingen