



Senior Leadership Development Expert

BRUSSELS

External Description

Senior leadership development 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.

Are you passionate about developing future-oriented leaders? Do you want to make a difference in an organization undergoing transformation? We are looking for a Senior Leadership Development Expert who, together with our teams, will bring a vision to life for the leaders of tomorrow. This role goes beyond leadership development: you will help build a system that supports our culture, performance, and strategic goals, creating a lasting impact.

Your mission:

As a key player, you'll design and implement a digital learning strategy, working closely with HR, learning & development, and other stakeholders. Together, we'll build a holistic approach using data and technology to advance leadership skills within our organization.

You'll foster continuous learning, enhance our leadership impact, and make this journey sustainable and scalable through digital tools.

- **Develop a holistic leadership strategy:** You will design and implement a systemic approach that develops leadership at all levels, aligned with our organizational culture and transformative ambitions.
- **Collaborate with multidisciplinary teams:** As a driving force, you will work closely with HRBPs, learning teams, and talent and performance management to co-create and implement the strategy.
- **Integrate innovative learning solutions:** You will introduce digital and data-driven methods and tools that support leaders in their growth and provide insight into their performance.
- **Monitor and adjust for long-term impact:** You will define clear KPIs and evaluate the long-term impact of leadership programs, making continuous adjustments to meet evolving needs.
- **Inspire and guide current and future leaders to reach their full potential.**

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:

- Minimum of 5-7 years of experience in leadership development, preferably in an international and rapidly changing context.
- Fluent in English, Dutch, and French, enabling effective communication and collaboration across our diverse organization.
- Strong collaboration and communication skills.
- Innovative mindset and affinity with digital technologies.

- Sharp strategic insight with a passion for innovation, technology, and data-driven development.
- Experience in setting up digital learning, e-learning, or similar technologies.
- Strong project management skills and the ability to connect and inspire stakeholders.

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 Sara Van Reepingen