

Based in the area of Charleroi, our client is an industrial company active in **energy and automation** technologies.

Technological leader and pioneer in its field, our client develops high-quality **energy solutions to accelerate the energy transition** towards a sustainable future.

To ensure their strong growth, we are looking for a HR Manager-Belgium (M/F).

HR Manager - Belgium

RESPONSIBILITIES

In this role you will be supporting the dynamic growth of the business, driving HR processes, ensuring compliance, and enhancing HR contributions. You are part of the management team in Belgium, and you report to the Hub HRBP.

- Leading the development of strong partnerships with business leaders, working closely with the country managing director and senior leadership to ensure compliant and effective HR practices that align with business objectives.
- Acts as the country's labor relations manager, fostering strong relationships with key stakeholders and negotiating agreements with worker councils and employee representative groups.
- Leads the implementation of workforce planning, performance management, succession planning, and talent management processes.
- Compliance ensures adherence to local labor laws and company policies, fulfilling fiduciary duties on behalf of the local legal entity.
- Provides strategic support for business growth by coaching and guiding key people management activities, including performance management, employee relations, talent management, hiring, and recruitment.
- Effective internal communications facilitate on HR-related topics to all stakeholder groups, driving alignment and collaboration within the HR team.
- Process improvement seek opportunities for simplification and harmonization of HR processes within the country. Provide input to ensure the latest Belgian legislative requirements are covered in regulations.
- External representation of the organization in employer associations, universities, employee branding events it will actively manage external partnerships and stakeholders.
- Living Company's core values of safety and integrity, which means taking responsibility for your own actions while caring for your colleagues and the business.

PROFILE

- You hold a master's degree.

- You have minimum 8 years of experience in HR operations management, international exposure is a strong asset.
- You have strong understanding of business drivers and ability to utilize HR as a business partner.
- A proactive mindset for continuous improvement, process optimization, and a strong understanding of Lean Six Sigma methodologies is highly valued.
- Experience in maintaining effective work council relationship, experienced in change management and transformation projects.
- Excellent negotiation, communication, and leadership skills. Capability to prioritize tasks and coordinate cross functional collaboration.
- Proven leadership skills with a collaborative result focused on action-oriented approach with strong analytical skills and attention to detail.
- You are fluent in Dutch, French and English.

OFFER

- The opportunity to join a company with a worldwide reputation in its sector.
- A full-time job with a permanent contract and a competitive compensation package salary in line with your experience.
- A pleasant working environment and the opportunity to join a dynamic team on a human scale.
- To take part of innovative project within an international company.

INTERESTED ?

Please send your CV together with an adapted cover letter via [URL](#) or to recruitment@pahrtners.be.

YOUR APPLICATION AND
RELATED INFORMATION WILL REMAIN
STRICTLY CONFIDENTIAL.