

Our client is active in the **financial sector** and provides his customers with easy-to-use tools to simplify your financial journey and help investment decisions making in personalized way.

Since they set up in Brussels in 2013, the Company faced a significant growth over the past few years and plans to keep growing.

In order to strengthen our client's team, we are looking for a (m/f) **Senior HR Manager**.

Senior HR Manager (M/F)

RESPONSIBILITIES

As a Senior HR Manager, you will be in charge of the entire HR & Admin scope for **Belgium**. Reporting to the CEO and the CPO (Chief People Officer), you oversee both Hard and Soft HR topics, as well as the fleet, health and safety and prevention. You manage a 2-people team based in Belgium and also collaborate with the Chief People Officer and the HR & Admin teams based in Europe.

Your main responsibilities are:

- **Payroll :**
 - Responsible for the payroll process for Belgium-based employees and supporting the HR Senior Officer when needed.
 - Responsible for all payroll aspects relating to international payroll and expats, and for the fleet management.
- **Compensation and Benefits**
 - Oversee the design and administration of compensation and benefits programs.
 - Conduct Market analysis to ensure competitive compensation packages
 - Manage the annual performance review process.
- **Employee Relations:**
 - Manage employee relations, including performance, engagement, and conflict resolution.
 - Investigate employee concerns and complaints.
 - Ensure compliance with employment laws and regulations.
- **Organizational Development:**
 - Lead organizational development initiatives, including change management and succession planning
 - Foster a positive and inclusive work culture.
- **Team Leadership**
 - Lead and develop a high-performing HR team. Provide coaching and mentorship to HR team members.
- **Talent Acquisition**
 - Lead talent acquisition to attract and retain top talent.
 - Develop and implement effective hiring strategies.
 - Strengthen the employer brand.

- **Strategic HR**
 - Develop and execute the overall HR strategy aligned with business objectives.
 - Provide strategic HR consulting to business leaders.
 - Oversee HR policies and procedures.
 - Strategic advisor to the CEO and CPO on all HR & people matters.

PROFILE

- You hold a Bachelor's degree in Human Resources, Business Administration, or any related field. Holding a Master is an asset.
- Strong knowledge of employment law and HR best practices.
- Experience with HR systems and HR analytics is an asset.
- Proven ability to build and maintain strong relationships with business leaders.
- Excellent communication and interpersonal skills. Capacity to work independently.
- Strong analytical and problem-solving skills.
- Ability to manage multiple projects and priorities simultaneously.
- As a member of the HR department, you will be able to demonstrate discretion, empathy and confidentiality.
- You thrive in a dynamic environment and are flexible.
- You are fluent in Dutch and in English. French is an asset.

OFFER

- A permanent contract with an attractive salary package in line with your experience (cafeteria plan).
- A central role, appreciated and respected by the whole team, a mix of highly experienced managers and young, dynamic team.
- The opportunity to join a Company that empowers his people, within an international work environment.
- A welcoming workplace at the heart of Brussels, easily accessible with public transport.

INTERESTED ?

Please send your CV together with an adapted cover letter to recruitment@pahrtners.be.

YOUR APPLICATION AND
RELATED INFORMATION WILL REMAIN
STRICTLY CONFIDENTIAL.