



BNP PARIBAS LEASING SOLUTIONS

HR Manager Belgium & The Netherlands

Objective of the role

In the role of HR Manager BENE you develop a proactive, future-focused and modern HR policy that includes suitable processes and tools and a team that provides a valuable contribution to the strategy of the organisation from the human capital perspective. Central in that is the best fit workforce for Leasing Solution in the BENE cluster bringing the right, diverse team composition and quality. Labour conditions should therefore reflect the central position of employees and their development in our future success. You are responsible for clear communication around roles, targets, policies and strategy and demonstrate leadership in the choices made and priorities set. Within this framework you will act autonomously and together with your team whilst developing and implementing activities.

Position in the organization

You report to the CEO Belgium & Netherlands and as such you act very closely to the core of the organization. You manage a team of three and have an advisory role towards the executive team and local management on a daily basis.

Key tasks and responsibilities

- You lead the execution of the HR strategy, develop local policies and ensure suitable and efficient procedures, tools, staff manuals, initiatives and communication around, among others;
 - Learning & Development
 - Performance & Career Management
 - Compensation & Benefits
 - Talent Management
 - Well-being
 - Employee Satisfaction (and related surveys)
- You follow and guide the in- and outflow of staff and related costs and act upon developments in a way that enables the organization to achieve targets on the short and long term.
- You monitor the HR cycle (appraisals, target setting, personal development plans, strategic workforce planning, FTE budgeting, talent program) and coordinate the remuneration policy in line with the procedures of the BNP Paribas Group.
- You follow the developments on the labour market and in society and translate them, working closely with the executive team, into concrete HR plans to support employees and managers in the relevant topics. You ensure the right balance between the objectives of the organisation, specific departments and the needs of (potential) employees.
- You contribute to the operational execution where relevant and ensure that your team members have the needed support to perform their duties and develop themselves on the job.

- You act as the primary point of contact for HR matters for the BNP Paribas Group in Belgium and the Netherlands and for the international Leasing Solutions organization, whilst ensuring concrete follow-up and delivery.
- You take care of the preparation of works council meetings and guide requests for advice or approval.
- You are responsible for the correct payroll administration.

Competences

- Strong communicator
- Customer focus
- Power to persuade
- Result oriented
- Ability to organise
- Interpersonal effectiveness and sensitivity
- Hands-on mentality and team spirit

Qualifications (education/knowledge/experience)

- Education: Bachelor/Master degree with additional relevant training/ education
- Experience: At least eight years of HR experience. Experience with change management and people management in a complex/ corporate environment
- Knowledge: Knowledge of social legislation, labour law and developments in the HR domain
- Languages: Excellent oral and written English, Dutch and preferably French

To conclude

If you would like to know more about the position, please contact Phillip Gan, Corporate Recruiter via tel. +31 - 6 24 92 16 17. Written application with CV and motivation should be sent before April 7th , 2023 to Phillip.Gan@bnpparibas.com.