

Europal – HR Manager

HR Manager

We are looking for an experienced and inspiring HR Manager to lead our HR team and elevate our personnel policy to the next level. In this role, you will manage a Payroll Officer and an L&D Coordinator, working both strategically and operationally to create a work environment where people thrive.

Your responsibilities:

- **Team Leadership:** You will coach and support your team of a Payroll Officer and an L&D Coordinator, enabling them to maximize their expertise.
- **Recruitment & Employer Branding:** You will implement innovative recruitment strategies to attract top talent and strengthen our employer brand.
- **Learning & Development:** Together with the L&D Coordinator, you will develop training programs that help employees grow in their careers.
- **Compensation & Benefits:** You will optimize our compensation and benefits policy and ensure flawless payroll in collaboration with the Payroll Officer.
- **Performance Management:** You will establish a structured evaluation process and support managers in developing their teams.
- **HR Strategy:** You will develop and implement a forward-looking HR policy that aligns with company goals.
- **Social Relations:** You will maintain a constructive collaboration with social partners and ensure correct application of social legislation.
- **Culture & Engagement:** You will work on internal communication and HR projects that stimulate engagement and motivation.

Why are you our new Power Player?

- With your Master's or Bachelor's degree in HR, psychology, business administration, or a similar field, you will immediately convince us.
- HR holds few secrets for you. This is thanks to the years of experience (at least 5) you have in a broad HR role, including leading a team.
- A strong knowledge of social legislation and experience with social consultation is indispensable.
- The Dutch and French languages hold no secrets for you, and additionally, knowledge of English is also a plus.
- You are a born leader who thinks strategically but is also practically oriented. If necessary, you 'put on your boots' and get into the field, so you are also very hands-on.
- You are discreet, structured, and work with a clear focus on results.

What's in it for you?

- In our dynamic family business, you can make a difference and see the impact. The short lines of

communication and flat consultation structure make this a reality.

- 'One team' is the common thread throughout our activities.
- 'Sustainability' is embedded in everything we do, and we are driven to provide the best customer journey with a package of total solutions. We achieve this only with our Power Players (like you soon) on board.
- It sounds cliché, but we offer a competitive salary package after mapping out your wishes and desires. Think of a car (ID4), laptop, mobile phone, group insurance, meal vouchers, ...
- We expect flexibility, but conversely, it is only fair that we are too. With us, you can have flexible hours and work from home one day a week.
- We are an innovative company that continues to grow, and our site in Blandain will demonstrate that.
- With some pride, we can promise that we offer 4 hours of training per person per month, and we haven't even mentioned our Europol Academy, which will soon become the jewel of our company.
- A challenging role in a growing and innovative company.
- A warm and inclusive work environment where teamwork is central.

<https://www.europol-packaging.com/>