

Senior HR Business Partner

The position Senior HRBP concerns a full-time and permanent contract due to expansion of the activities.

Main Assignments

Mitsubishi Chemical Advanced Materials (MCAM) is a global manufacturer and distributor of semi-finished products (plates, rods and tubes) and finished products made of engineering plastics. MCAM is the market leader in the processing of these plastics and composite materials that exceed the properties of metals and other materials. Our products are mainly used for industrial applications.

MCAM continuously invests in the future through innovative and sustainable automation, digitization, safety and recycling projects and this for supply in various highly technical sectors such as food, medical, semiconductor, aviation, sustainable energy, ... Industries. These investments support our KAITEKI vision that conveys a sustainable well-being of people, society and our planet.

MCAM NV group is active in 20 countries. With 430 employees, MCAM Tielt is one of the most important locations.

For our Tielt site we are looking for a HRBP with a heart for HR, the employees and the company. In this position you are responsible for steering, coaching, inspiring and motivating a team of 4 driven HR Officers and you also have the final responsibility for all HR-related matters on our site, together with our HR Manager EMEA.

You act as a business partner for the management on the site and support them in achieving the critical success factors, defined by the regional and local business sites.

You promote processes and takes initiatives to keep on strengthening the engagement of all employees and ensure constructive cooperation with the works council and acts as the point of contact for social legislation, collective labour agreements and international HR procedures and policies.

In this position you have the following responsibilities:

- You develop and deploy the Belgian HR strategy in collaboration with the SR HR Manager and the Site Leadership Team to manage and drive the culture and align the organization to be fit for growth;
- You develop and implement solutions to organizational challenges by leading and coaching others through change and help build organizational capability in line with business strategy;
- You ensure the talent pipeline for the future, implement required processes and actions and assess and develop talent, and coach managers on the process;
- You identify training & development needs of the organization; implement appropriate training strategy and plans;
- You are the HR ambassador and first point of contact for the Site Leadership Team;
- You advise the organization on Compensation & Benefits package and guarantee a smooth and qualitative performance & remuneration review process;

- You initiate and coordinate the implementation of diverse HR projects;
- You communicate on HR policies and guidelines throughout the organization;
- You take the lead and are the champion on projects focusing on employee engagement;
- You assure constructive relations with unions, act as employer representative in workers council, safety council and other union related councils;
- You are responsible in further development of HRIS; implement data driven actions and measure their effectiveness;
- You manage and support a team of 4 HR colleagues and focus on the further growth and development of the team.

Requirements

- You have a **Master's degree**, preferably in **HR Resources, Business Administration, Organizational Psychology** or equivalent;
- You have at least **8 -10 years** of experience in a **fast-paced environment**, preferable in a **multinational, manufacturing organization**;
- You have a full understanding of and experience with **HR functions and processes**;
- You have experience with or strong confidence in **leading** a small team;
- You have strong experience in **change management** and are skilled in supporting and guiding teams during change;
- You have a good knowledge of **Dutch** for on-site communication and a good knowledge of **English** for communication throughout the organization;
- You have a broad expertise in **Belgium labor law**;
- You have a good knowledge of **MS Office**;
- Well-being, safety and sustainability are the core values of MCAM and are therefore central to our operation. We call it '**KAITEKI**', the sustainable well-being of people, society and our planet. You understand and promote these principles in everything you do.

Offer

Mitsubishi Chemicals Advanced Materials offers you a long-term challenge in an international organization and supports you with your professional development as well as with the realization of your career objectives in a family-friendly environment. Furthermore, you benefit from the advantages offered by an international corporate group with attractive payment, including company car, pension scheme and health management.

We are MCAM. We make ambitious ideas possible.

Are you interested? **Then we are looking forward to meeting you.**

Apply

With motivation letter and CV to Evy Beeuwsaert (HR Officer) evy.beeuwsaert@mcam.com