

Rosier, located in Moustier (BE) and Sas van Gent (NL), is a fertilizer producer and is part of the fertilizer division of Yilfert Holding. The production plant has more than 200 employees specialized in the production of "tailor-made" fertilizers for the customer. The products are sold through agricultural cooperatives and fertilizer traders around the world.

To strengthen our team, we are for Sas van Gent looking for a:

## ***HR Business Partner***

### **Role Purpose:**

Pro-actively supports the HR Director in handling all people issues as well as in preparing and implementing defined projects; with additional/broader responsibility for dedicated core processes. He/she jointly ensures implementation of the approved HR Strategy and Business plan within the dedicated area by using common people processes, systems and tools in order to assure a proactive and effective HR involvement in the organisation.

### **Area of responsibility:**

- Delivers a top quality HR service for the defined area, aligning processes and proactively supporting the HR Director on all people issues, thereby acting as the interlink between the HR Director and the employees in the location
- Provides balanced advice and guidance/support to line management and employees on all (basic) HR issues
- Provides solution oriented challenge and support of all special HR requests from line management (exception requests; market adjustments, hiring approvals, etc. in order to maintain and respect the philosophy of the applicable HR policies/instructions
- Supports, coordinates, participates or leads (as required) the local recruitment and assessment process of employees
- Responsible for timely, accurate and detailed preparation of all necessary input for formal meetings with unions and Works Council
- Continuously looks for ways in which HR can deliver better support to the area and proposes/implements HR process improvements accordingly
- Actively supports the line managers in setting up and maintaining role descriptions in order to provide a qualitative input for role evaluations
- Coaches, supports and challenges line management in people related issues in their areas of responsibility
- Actively supports the HR Director on local labour law and legislations as a single point of contact.

### **Skills:**

#### Education

Bachelor Degree or equivalent experience, preferable in HR, social sciences, economics, law

- Additional training and/or qualification in Human Resources Management is desirable
- Good knowledge of English
- Good knowledge of local labour law & legislation

#### Experience

- General proficiency in a broad range of HR practices
- Minimum 3 years relevant experience
- Good knowledge and proficiency in using the common MS Office software and SAP HR
- Demonstrated ability to solve conflicts
- Experience of union relations in an industrial environment

#### People

- Excellent verbal and written communication skills
- Networking skills
- Negotiation skills
- Consulting skills (process facilitation, active listening, coaching)

#### **Rosier offers:**

- Collegial atmosphere
- Good study opportunities
- Sufficient career opportunities in the position
- Attractive primary and secondary employment conditions

**Are you interested in this position or would you like more information?**

**Please get in touch with us and send your CV to: [asli.goksu@rosier.eu](mailto:asli.goksu@rosier.eu)**