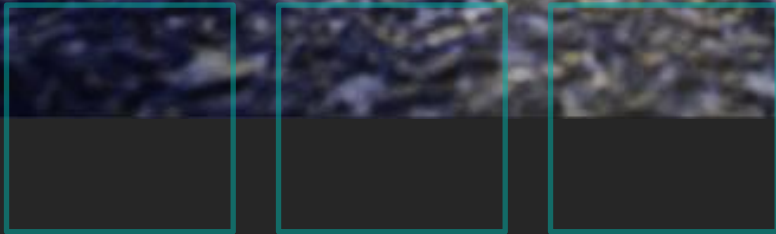


HR Director COLAS





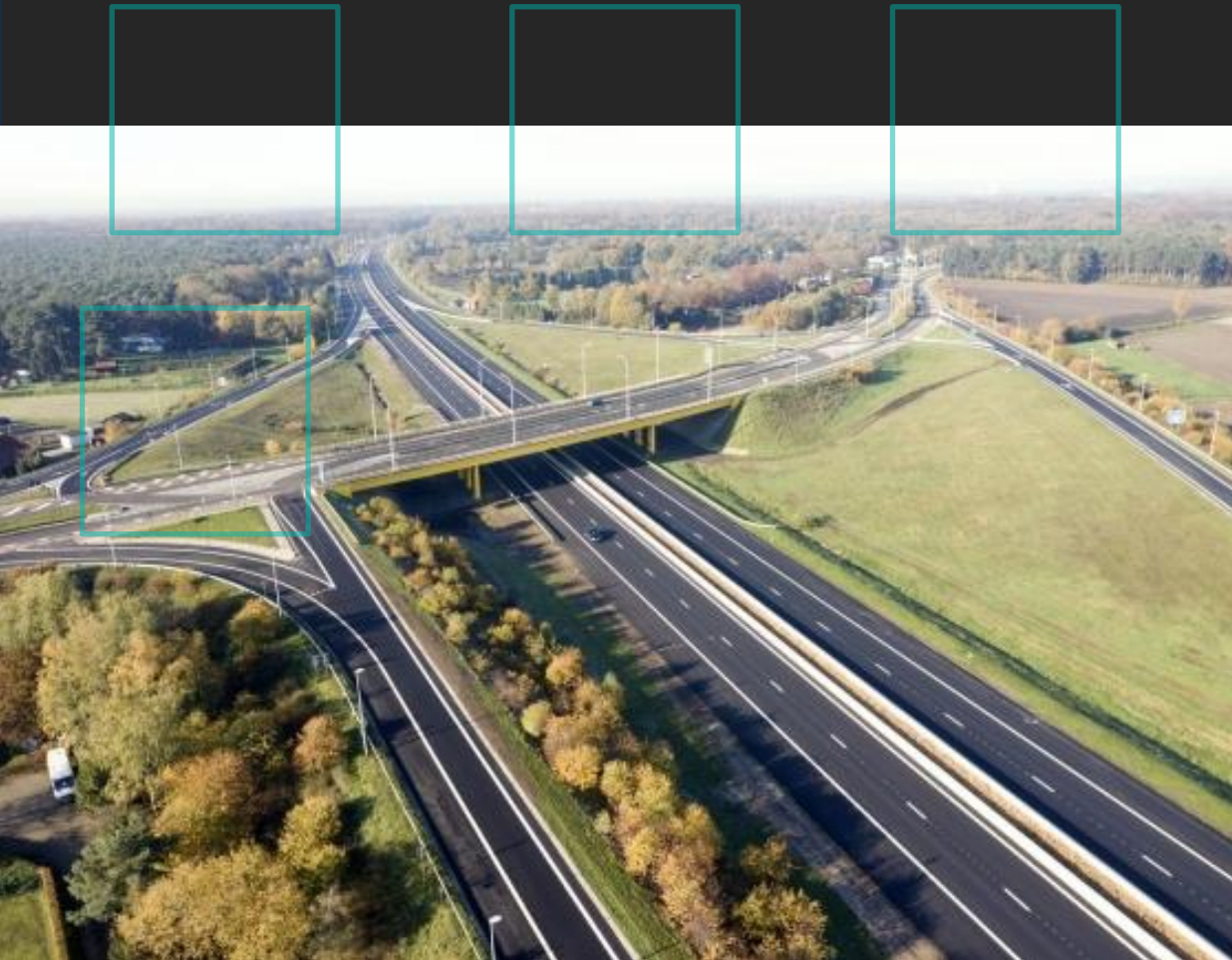
Colas is part of the Bouygues Group, operating in over 80 countries, a diversified services group whose businesses are organised around three sectors of activity: Construction, Telecoms and Media.



Colas is a world leader in transport infrastructure construction and maintenance, using its activities and innovations to promote infrastructure solutions for responsible mobility



Backed by a network of 1,000 construction business units and 3,000 material production units in more than 50 countries on five continents, the Group's 65,000 employees act locally to connect communities and foster exchanges for today and tomorrow.



Colas' ambition is to be the world leader in innovative, sustainable mobility solutions.

In 2023, consolidated revenue at Colas totalled €16 billion (60% outside of France).

Colas Belgium has been part of the Colas Group since 1988. As a major player in regional development, it meets the mobility, urbanization and environmental challenges of local authorities.

Colas Belgium's activities focus on urban development and the construction and maintenance of road, rail, port, airport, industrial and logistics infrastructures.



The company is also active in specific areas: public transport sections, automobile circuits, architectural activities and construction activities.

Colas Belgium has five autonomous regional branches that cover the entire country. Each of these locations is in close contact with local public and private decision-makers.



Mission

Colas' mission is to bring people together, to develop public and private infrastructure and facilities, to enhance the living environment and to preserve the environment. To achieve this mission, we have our own production and industrial sites and call on experienced employees. We are entrepreneurs and we like challenges. We want to discover new horizons by working together.

Vision

Colas Belgium wants to be and remain the leader in road construction throughout Belgium. This means :
Being known and recognised for our quality and reliability
Being innovative, creative and a leader.

Values

CARING, SHARING AND DARING

These three values have forged Colas' identity and shaped us into who we are today. They take on their full meaning every day as our people do their jobs across the Group's job sites and facilities.

The Role, at a glance

Colas Belgium is seeking to hire a new HR Director.

Purpose of the role:

Plan, lead, direct, develop, and coordinate the policies, activities, and staff of the Human Resource (HR) department, ensuring legal compliance and implementation of the organization's mission and overall HR strategy, in line with Colas group guidelines.

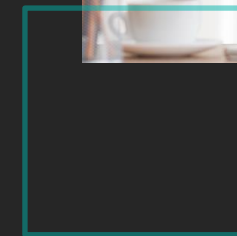
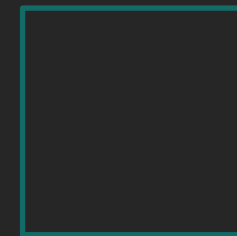
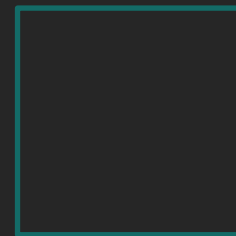
Main Responsibilities

- As a member of the Strategic Committee, occupy a leading position in the organization and represent the HR agenda
- Organize, drive and lead HR initiatives and ensure the adequate HR strategy is in place (processes, guidelines, tools, resources)
- Oversee HR operations (covering all facets of HR) and manage a team of HR professionals. Guide, inspire and support them in their people management tasks
- Oversee personnel administration, ensures payroll compliance, C&B strategy, etc.
- Advise business leaders and employees on HR matters and provide the necessary guidance for people attraction, retention and development
- HR development : ensures the management of talents, defines the training policy, initiates and supports change, etc.
- Manage employee relations and ensure a constructive climate with social partners, unions and staff delegation
- Proactively propose and execute HR development projects (concepts or methodologies) and implement a Learning & Development mindset
- Ensure day-to-day HR operations are in line with Corporate guidelines and the company objectives but also well-defined, implemented and followed and improve them when required
- ...



Some Profile Requirements

- Master degree, preferably in Human Resources, Psychology or Legal field
- More than 10 years of experience in a leading HR role in a matrix structure
- Very good knowledge of Belgian social legislation
- Good communication and negotiating skills
- Hands on
- Leadership: manage, inspire and motivate people
- Capable of building trustworthy and respectful relationships across the organization
- Drive change and optimize processes in an organization
- Strategic approach while overseeing a wide variety of HR generalist tasks with a hands-on mindset
- Risk and opportunity management
- Anticipation
- Organizational intelligence
- Fluency in French, Dutch and English
- Excellent knowledge of Office 365 suite



For a full job description or more information,
please contact :

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