

Orac Decor – HR Business Partner Europe

HR Business Partner Europe

With an eye for interior design ... or two

Are you an experienced HR professional who thrives in fast-paced, dynamic international environments? If so, we're looking for you to join our team as a **HR Business Partner Europe**! In this role, you'll serve as the bridge between our HR team in Ostend (BE) and our international customer teams in 11 countries. Oh... Hang on. We haven't told you who we are yet. Let's start with that!

At Orac, we believe every wall is a blank canvas. Where others see a flat surface, we see a world of possibilities. Welcome in the world of Orac. The world of architectural elements, made for walls.

We are a family-owned Belgian company that has been a leader in architectural elements for walls for over 50 years. From our headquarters in Ostend, our innovative products are available across Europe, from Paris to Köln, London, Barcelona, Slovakia, Lecco, and beyond.

Our commitment to sustainability is at the heart of everything we do. We strive to make a positive impact not only today but also for future generations. Sustainability is a core value that guides our choices—choosing the good one for our planet, people, and community.

We believe in a world in which digital technologies and data enhance the customer experience. A solid digital backbone combined with strong local teams is a powerful mix for our growth.

And we need you for this...

We are seeking a **HR Business Partner Europe** to support our dynamic and culturally diverse international customer teams. This role offers the opportunity to shape the future of our HR operations while contributing to the integration of newly acquired teams. If you are passionate about building cohesive teams across borders and thrive in a fast-paced environment, we want to hear from you.

What you'll do

- Be the first point of contact for a dynamic, group of approximately 70 employees across 11 countries, driving a positive HR experience.
- Guide managers and employees with expert HR advice, fostering growth, engagement, and collaboration.
- Lead compensation and benefits projects across the group, ensuring competitive and fair packages that attract and retain top talent.
- Oversee payroll and benefits administration in collaboration with external partners and supervise the payroll officer to ensure accurate and timely processing
- Champion compliance and ensure HR policies are developed and up-to-date, shaping an environment where employees thrive.

This is how we describe you

- Hands-on, proactive, very well organised and enjoying the mix of operational, strategic and project work.
- Experienced in an HR role with international employee management.
- Strong background in Compensation and Benefits.
- A fantastic collaborative team player – who people love to work with, whether locally, globally or remotely
- A pragmatic approach to change, agile and adaptability.
- Self-motivated and proactive in staying updated on labor laws and local practices.
- Strong relationship-building skills, with cultural sensitivity across diverse teams.
- Fluent in English and either French or Spanish (additional European languages are a plus).

And of course, our offer to you...

- A competitive salary along with a company car and additional benefits included.
- Career and learning development through courses, conference and events.
- Colleague discount. We know you'll love interior design, that's why you can start using our colleague discount from day one.
- Hybrid working
- International travel opportunities

PASSION, INSPIRATION and LOYALTY are our values. Join a dynamic company with a fun and stable working environment. We would like to welcome you to our ORACIAN family!

<http://www.oracdecor.com>