

Orac Decor – HR Business Partner Europe

HR Business Partner Europe

Full-time position based in Ostend (Belgium)

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 be a member of our international HR Team reporting to the HR Director. You serve as the bridge between our HR team in Ostend (BE) and our international customer teams in 12 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

- **Own the people journey & operations** – Manage the full employee lifecycle from onboarding to offboarding, oversee employee case management (including contracts, employee relations, and terminations), and ensure smooth and compliant HR operations.
- **Enable performance and growth** – Coach and guide managers to align teams with company goals, fostering high performance and development.
- **Act as a trusted partner** – Build strong relationships across the business, advising leaders, championing open communication, and nurturing a positive workplace culture.

- **Ensure fairness and compliance** – Implement clear policies, stay ahead of labor law changes, and ensure consistent and compliant HR practices.
- **Drive global impact** – Support international expansion by onboarding new countries into our HR ecosystem and setting up compliant payroll and benefits with local partners.
- **Shape rewards and recognition** – Contribute to Compensation & Benefits projects, including the annual reward review, to ensure competitive and fair practices.

This is how we describe you

- Act and think at a Master's level
- Experienced in managing the full spectrum of HR operations in a European country outside of Belgium—ideally France, Spain, the UK, or Germany—and ready to take the next step toward a European-wide HR role
- Ambitious, curious, and enjoy exploring new ideas, learning continuously, and building knowledge together with others
- Proven ability to lead and deliver results through collaboration
- Pragmatic, agile, and adaptable when driving change
- Self-motivated and proactive, eager to quickly learn and stay updated on local labor laws and HR practices, even in unfamiliar countries
- Strong relationship-building skills, demonstrating cultural sensitivity across diverse teams
- Fluent in English and French; additional Spanish and Dutch are a major plus

And of course, our offer to you...

We give personality to walls and opportunities to personalities!

- A truly international environment, collaborating with talented and ambitious colleagues with passion for design.
- Become part of an HR team in its setup phase — we're building from scratch, and we're looking for someone eager to shape, create, and grow with us.
- A competitive salary, end of year premium and holiday pay along with a company car, meal vouchers, net allowance, bicycle lease plan, group insurance as well as DKV hospital insurance for you and your family.
- Enjoy a discount on all Orac products, plus exclusive deals from A to Z — from airlines to zoos — with offers from over 200 companies in travel, fashion, food, electronics, entertainment, and more.
- Flexibility that fits your life: flexible working hours and the possibility of working from home for 1-2 days per week
- Growth and learning development through courses, conferences, projects and events

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>