

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

- Deploy Orac's HR processes across international customer teams.
- Ensure compliance with local employment laws by maintaining accurate policies and procedures.
- Oversee payroll and benefits administration in collaboration with external partners.
- Act as a trusted advisor to managers and employees, offering balanced advice on HR matters.
- Partner with leaders on key HR processes, including performance management, talent development, and learning initiatives.
- Facilitate onboarding, ensuring new hires acclimate seamlessly into the organization.

- Drive HR programs that boost engagement, productivity, and retention.

This is how we describe you

- Act and think at a Master's level
- Experienced in working at a senior HR level within an international organisation.
- Proven ability to lead and deliver projects through collaboration.
- 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 French or Spanish (additional European languages are a plus).
- Willingness to travel as needed to the international customer teams.

And of course, our offer to you...

- We give personality to walls and opportunities to personalities!
- Collaborate with talented professionals across multiple functions and countries, lead exciting HR initiatives, and help shape the future of our workforce.
- Hybrid working, up 2 days from home.
- 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.
- A competitive salary along with a company car and additional benefits included.

What Success Looks Like

- Within 30 days, full training into HR processes.
- By 60 days, build strong relationships with key stakeholders virtually and onsite.
- At 90 days, you will independently manage projects and coordinate payroll with minimal supervision.

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!