



Come and hit the gas at the EXMAR Group in the position of HR Business Partner

The EXMAR Group is currently looking for a (Junior) HR Business Partner to reinforce the Group HR team in Antwerp.

Who we are and what we do

The EXMAR Group is an international player in the oil and gas industry. Our core activity includes the transport and transformation of oil and gas (and derivate products) over sea. More than 1400 seafaring crew and 250 shore-based staff daily join forces to provide our clients the best service and offer them innovative solutions. Together we make sure the world is supplied with gas which energizes both them and ourselves!

Your role in the team

To proactively support the business units and service centres in optimizing their human capital in line with the HR strategy in order to contribute to the success of the Group.

Your responsibilities and tasks include:



- Advise on, implement and monitor the implementation of key HR processes (recruitment & selection, onboarding, performance appraisal...) in line with industry best practices;
- Draft and update info in view of organizational structure (job descriptions, organisational chart, intranet...)
- Manage and analyse performance reviews, follow up on shore based (training) needs;
- Assist in organizational analysis and change projects;
- Coordinate internal communication, marketing/branding projects and company events.

Your profile



- Bachelor degree;
- 3 years of experience in (soft) HR;
- You understand business needs and able to translate them into supportive HR solutions;
- You are able to put the right person in the right position;
- You are able to develop tailor made training and development plans;
- You are able to build a case study and advise on improvement initiatives;
- Good knowledge of general business management principles;
- Passionate in what you do and with a positive mind-set
- Strong communication skills (written/spoken) and a good listener.
- Fluent in written and spoken English and Dutch.

Our offer



At EXMAR you operate a very international, dynamic and, innovative environment. With us each working day looks different. We offer a competitive salary, supplemented with a nice package of fringe benefits. Since we consider personal development and career planning important, additional in-house and external training is supported.

Convinced?



If interested, let us know by sending an email with your CV and cover letter to **hrprojects@exmar.be**. We will get back to you to plan a first interview.

Good luck!