A good job is not hardie to find.

Become part of the James Hardie Europe GmbH success story. **Your Partner in Growth**.

We are the global market leader in fiber gypsum and fiber cement solutions with the fermacell® and James Hardie brands. With our ground-breaking innovations we change the way Europe builds. We are setting new standards in areas such as lean manufacturing, demand creation and implementing our push-pull strategy. Every day, our fantastic team combines the creative spirit of a start-up with the power of a global market leader.

We specifically promote the personal and professional development of our employees - through individual training and exciting projects. It's not just the company that grows with us, but also each individual in the team.

To strengthen our team, we are looking for a

Senior People Solution Specialist BeNeLux (f/d/m)

in **full-time** and **permanent** for our BeNeLux market. We offer a **hybrid** working model (up to 3 days home office/2 days office Wijchen)

Your tasks

- **Payroll with Responsibility:** You ensure accurate and compliant payroll processes in line with Dutch and Belgian legislation as well as internal policies.
- **Time Management with Precision:** You maintain accurate employee time records and organizational data in SAP HCM, ensuring reliable data for payroll processing.
- **Employee Support that Matters:** You advise employees and managers on payroll, time management, benefits, HR documents, and administrative matters.
- **Benefits Administration with Care:** You manage James Hardie's employee benefits and ensure their accurate and timely processing through payroll.
- **HR Accounting with Accuracy:** You prepare payroll accounting entries, maintain HR financial accounts, calculate accruals and recurring postings, and support monthly, quarterly, and year-end closing activities.
- **HR Administration with Structure:** You maintain employee records and personnel files, prepare contracts and other HR documents, and ensure compliance with legal requirements and internal policies.
- **Onboarding and Offboarding with Impact:** You coordinate administrative onboarding and offboarding processes and create a structured and positive employee experience from entry to exit.
- **Compliance with Confidence:** You support internal and external audits and help ensure transparent, reliable, and legally compliant HR and payroll processes.
- **Digitalization with Purpose:** You contribute to the implementation of HR systems and drive the digitalization, standardization, and continuous improvement of HR services.

You are...

- **smart?** You hold a bachelor's degree in human resources, Business Administration, or a related field. You bring at least five years of experience in Dutch and Belgian HR payroll or a comparable administrative role, ideally in an international environment. You have strong knowledge of Dutch and Belgian payroll legislation, including social security, tax, and labor law, as well as good working knowledge of SAP HCM and SAP SuccessFactors. Experience in

an international HR Shared Service Center within a global HR operating model is an advantage.

- **driven?** You approach challenges with an analytical mindset and a structured, solution-oriented way of working. You are flexible and motivated to contribute effectively in an international environment.
- **real?** You stand out through strong communication and networking skills as well as an employee-oriented mindset. You collaborate effectively with different stakeholders at all levels and handle sensitive information with discretion and integrity. You communicate confidently in both English and German, verbally and in writing.

You don't meet all above mentioned criteria? Be brave and apply anyway! We offer a wide range of further training and are willing to develop you into the role, if necessary!

What we offer

- **Targeted training programs** to support your development (Individual Development Plans, JH Academy, Master Plan, Employers for Equality, Women's Initiative Network), as well as numerous “Grow Events”.
- **Comprehensive health offerings**
- **Attractive compensation model**, as well as various benefits.

Curious?

Then become part of James Hardie. We are only strong together as a team. Diverse employees drive innovation and growth. We are interested in what people think, regardless of culture, background, personal belief or physical disabilities. We are looking forward to getting in touch with you.

To make the process as fair as possible, we support anonymous applications without pictures, gender or date of birth. All we need for your application is a CV and your notice period. If you wish, you can also enclose certificates or other documents with your application.

Apply now!

Contact

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