

# HR Business Partner

## About Us

Telos Impact is a leading advisory firm specializing in Venture Philanthropy and Impact Investing. Based in Brussels and Paris, we support entrepreneurs, families, and companies in maximizing their impact through a tailored approach, the excellence of our team, and a unique network. With over €450M already deployed and a target of €1B by 2030, our team of 30+ professionals is growing rapidly. As part of this growth, we are seeking a full-time HR Business Partner to join our Business Partner team, based in Brussels.

## Your Role

As HR business partner, you will actively participate in defining HR strategies and positioning the company in the BE & FR market. You will contribute to achieving key objectives such as talent acquisition, employee retention, workforce development, and enhanced organizational performance. You will serve as a trusted advisor to our management team, providing strategic HR support and guidance to drive organizational effectiveness, employee engagement, and talent development initiatives in Belgium and France. More specifically (non-exhaustive):

- **Talent acquisition and management:** Oversee the recruitment process, from job posting to onboarding. Develop strategies to attract and retain top talent. This also includes salary negotiations.
- **Track & prof. development monitoring:** Implement and further improve performance management processes, including goal setting, performance evaluations, and feedback procedures. Work with managers to address performance issues and develop improvement plans. Organize ad hoc committees with the management.
- **Training and Development:** Identify training needs within the organization and develop training programs to enhance employee skills and competencies. Provide coaching and support for the managers and employees to facilitate professional growth.
- **Payroll processes and HR reporting:** Ensure accurate and timely processing of employee compensation and benefits. This includes overseeing payroll administration in Belgium and France, coordinating with finance and accounting departments, and ensuring compliance with relevant laws and regulations. Follow up on HR KPIs and provide data to management (dashboard).

## What you bring

- **Background:** Master's or Bachelor's degree. Over 5 to 10 years of professional experience; former experience in the HR domain is expected.
- **Skills:**
  - A deep sense of empathy, social & communication skills, and an ability to foster trust in relationships and influence stakeholders at all levels of the organization.
  - Solid project management skills, with the ability to manage multiple priorities and deliver results efficiently.
  - Open, problem-solving, and critical mindset; ability to analyze and synthesize
  - Rigorous, punctual, precise, and meticulous - both in your organization and in your deliverables.
- **Values:** Alignment with our values of joy, impact, excellence, and independence.
- **Passion:** Genuine interest and experience in social and/or environmental impact.

## What we offer

- **Purpose:** Work for a company at the top level of Philanthropy and Impact investing, close to its latest innovations and best practices.
- **Growth:** Be part of an intrapreneurial adventure.
- **Culture:** Join a fun, dynamic and supportive team recognized in the impact field.
- **Compensation:** Competitive package based on your experience.
- **Diversity:** a workplace that values inclusion and celebrates diverse perspectives

## Ready to join us?

At Telos Impact, we believe our strength lies in our differences. As a B Corp-certified company, we are dedicated to balancing purpose and profit while fostering a workplace where everyone feels empowered to be their authentic self and achieve their full potential.

To apply, send your CV and a brief motivation letter to our Partner Dominique Declercq [Dominique@generationsrecruitment.com](mailto:Dominique@generationsrecruitment.com), mentioning 'HR BP Telos Impact' in the subject line.

**Want to learn more?** Check out our website: [www.telosimpact.com](http://www.telosimpact.com).