



Our client, **Dover Fueling Solutions**, is part of the Fluids segment of Dover Corporation (NYSE: DOV). Dover is a diversified global manufacturer with annual revenues of \$8 billion. Dover delivers innovative equipment and components, specialty systems and support services through four major operating segments: Energy, Engineered Systems, Fluids, and Refrigeration & Food Equipment. Dover combines global scale with operational agility to lead the markets they serve. Recognized for their entrepreneurial approach for nearly 60 years, a team of over 27,000 employees takes an ownership mindset, collaborating with customers to redefine what's possible. Dover is headquartered in Downers Grove, Illinois.

To further support the development and execution of the HR Strategies & Operational Services of the group's sites in Turnhout (Belgium : 'Tokheim Solutions Belgium') and Bladel (The Netherlands : 'Tokheim Netherlands'), the company has a unique and long-term opportunity available for a talented and experienced :

## HR Manager Benelux

### Your Mission :

*In this role you will Support the development and execution of the listed sites HR strategies & Operational services against the business Strategic Goal Deployment (SGD) and annual operations plan (AOP). In line with local and DFS HR Initiatives, deliver on Leadership Development, Performance Management, Organisational Learning & Development as well as compensation review initiatives.*

*Your Key Responsibilities include :*

- Provide HR leadership and functional support for key business functions Systems, Sales and Marketing, Tech Support, Finance, Legal, Operations, Supply Chain and Engineering.
- Support M&A activities in a high growth environment.
- Drive the implementation and deployment of effective corporate HR procedures, policies, systems, standards and infrastructures to ensure a systematic and integrated approach to HR solutions
- Drive /influence the local organizations and promote and develop trust with all levels of employees.
- Recruit and select talent for all disciplines. Executes consistent, aligned staffing process and plans workforce bench and skill sets required and drives effective and efficient utilization of talent.
- Counsels leaders on decision making regarding impact on employees. Leads initiatives and coaches leadership on how to leverage talent and teams across the organization.
- Understands and articulates key labor issues and employment law within and across both countries BE/NL. Recommends actions/changes required to meet business results/strategies.
- Ensures clear communication of all DFS activities and initiatives. Drives goal deployment to all levels within the organization.
- Advocate and drive forward any change or continuous Improvement initiatives.
- Lead and develop on the site effective succession planning, retention, performance management, communication, employee satisfaction and employee development.
- Work with all leaders on AOP headcount and Workforce Planning and write up or amend Role Descriptions to cover both sites.

- Manage locally all Non-Professional and Temporary hires and work with the Talent Acquisition Centre of Excellence on all other hiring needs.
- Drive performance management and talent reviews.
- Take ownership and ensures on compliance with all legal requirements for Belgium and the Netherlands.
- Delegate and oversee administrative tasks (e.g. payroll, reporting, salary splits, ...).

#### Your Profile :

- Higher Degree with a relevant and successful experience in a general HR role.
- Proven progressive professional HR experience, including previous leadership and management roles in (ideally) an International product/engineered solution type of environment.
- Demonstrated ability to operate across different countries and build relationship with internal and external customers with different cultural backgrounds.
- A strong bias for action, a keen sense of urgency and the ability to drive results in a highly matrixed organizational environment.
- A demonstrated ability to positively influence others and an ability to develop good relationships with management and employees.
- Ability to deal forcefully, tactfully and confidently with internal and external clients across multiple countries
- Pro-actively set up strategies with preferably a solid knowledge of, and experience in Belgian and Dutch employment laws and regulations.
- Strong interpersonal/communication/influential skills with an emphasis on relationship / team / partnership building complete the profile.
- Decisive and assertive with the ability to be provide flexible, creative solutions in a complex environment
- Hands on mentality – Able to be strategic in thought and carry out several weekly and monthly administrative tasks
- Experience with SD Worx payroll system & HRIS would be desirable or equivalent systems.
- Ability to deal with continuously changing environment
- Fluency, both oral and written in Dutch & English is Mandatory.

#### Offer :

**Dover Fueling Solutions** offers attractive career opportunities in a challenging and professional European work-environment with a solid and reputed international group.

You can look forward to a competitive remuneration package with benefits.

#### Interested ?

Send your application letter and CV to **Search & Selection** for the attention of Mr. M. Van Beethoven.  
E-mail: [m.vanbeethoven@searchselection.com](mailto:m.vanbeethoven@searchselection.com)

You can also register on-line on our website <http://www.searchselection.com> and apply directly for this vacancy by selecting 'Jobfinder' and filling in reference number : 10867.