

EMPWR

## EMPWR – Group HR Process Manager

YOUR  
CAREER

### Group HR Process Manager

EMPWR is seeking a strategic and structured Group HRIS & Process Owner to lead the rollout, governance, and optimization of our first group-wide HRIS. In this central role, you will ensure that global HR processes embedded in the system—such as performance cycles, and compensation flows—run smoothly across our decentralized international organization (BE, NL, HR, CAN, US).

Beyond the HRIS, you will also take ownership of other group-level HR projects related to process improvement, standardization, and operational excellence. This is an ideal role for someone who enjoys building robust HR infrastructure while staying connected to the broader transformation of the HR function.

#### Key responsibilities

##### **Global HR Process Governance**

Take ownership of group-wide HR processes embedded in the HRIS, such as:

- Performance management
- STI & merit cycles
- Position & organizational structure
- Headcount tracking and HR reporting

Ensure consistency, alignment, and execution across local HR teams without managing their day-to-day operations.

##### **HRIS Implementation & Ownership**

- Act as the business-side owner of EMPWR's first global HRIS implementation (selection to go-live), in partnership with PMO, IT, and HR leadership.
- Co-create group-level requirements, data standards, and process flows.
- Post-implementation, serve as the ongoing system owner: manage adoption, configuration, and optimization in collaboration with IT and vendors.

##### **Data Management & Reporting**

- Maintain governance over employee master data, position data, and organizational reporting lines.
- Deliver visual and accurate HR dashboards and metrics for use by Group HR, Finance, and Leadership (e.g., KPIs, ESG, workforce planning).
- Promote a culture of data quality and integrity across HR teams.

##### **Broader HR Projects & Process Improvements**

Drive other group-level HR initiatives, including:

- Design or rollout of new group-wide HR processes or standards
- HR readiness for business transformation (e.g., acquisitions, expansions)
- Cross-border compliance and documentation projects

Act as a bridge between Group HR, local HR teams, and other corporate functions to improve how HR operates at scale.

### **Training, Support & Change Enablement**

Coordinate system training, documentation, and communications to enable successful adoption.

Serve as a trusted partner to local HR teams—offering guidance and ensuring adherence to group-level standards.

## **Qualifications**

- Bachelor's or Master's degree in HR, IT, Business, or a related field.
- 5+ years of experience in HRIS and/or HR process ownership, ideally in an international, decentralized organization.
- Proven ability to lead cross-functional system/process change and gain adoption across countries.
- Strong knowledge of HR core processes (performance, compensation, org management, data governance).
- Experience with system implementation and vendor coordination
- Excellent communication and influencing skills across cultures and seniority levels.
- Fluent in English & Dutch

## **What You'll Get**

- A unique opportunity to build and own EMPWR's global HR process and system foundation.
- High-impact, strategic role in a fast-growing international company.
- A collaborative environment where your work directly supports scalable growth and professional HR standards.
- A trusted position working closely with the CPO —acting as a true 'righthand' and sparring partner in structuring and scaling the global HR function.

<https://www.empwrnutrition.com/>