



*NMC is an international group of companies in the field of synthetic foams, which provides people with comfort and protection for a better life.*

*Spread over 25 locations, 1650 employees make their contribution to further growth.*

*We invite you to become part of our team!*

# GROUP VICE PRESIDENT CULTURE & TALENT (m/f/x)

## YOUR ROLE

- Create and implement HR strategies at group level in cooperation with the group's top management team and the local general managers, for example:
  - Promote performance appraisals, talent development and job rotation at international level.
  - Ensure compensation and benefits are in line with local practices and benchmarks.
  - Support the succession planning at senior management positions.
  - Support international expansion plans and promote exchange and culture development at group level.
- Together with the General Manager Benelux, provide leadership and implementation support to the Belgian Human Resources' team to develop smooth and profitable HR practices for the Belgian operations, for example:
  - Ensure proper staffing, recruiting, compensation and benefits, as well as training and people development plans in line with an ever faster changing business environment.
  - Assume a leadership role in implementing a culture that enables employees to perform to their best and in accordance with our values and objectives.
  - Simplify HR processes and upgrade systems for higher efficiency.
  - Support the general management in ensuring effective labour relations.

## YOUR STRENGTHS

- A passion for people and performance with the highest level of personal integrity.
- Broad business understanding and strong organizational, presentation and interpersonal skills.
- A clear vision of business challenges and modern HR practices that will support the company's objectives.
- A strong sense of self-motivation with a high level of drive, initiative and the ability to make and implement decisions in a variety of situations.

## YOUR PROFILE

- A Master's degree in Business, Economy, Psychology with a major in Human Resources.
- Fluency in English, German and French.
- Professional experience in a senior HR position with a proven track record regarding results of HR programs.

## OUR OFFER

- A position at top management level in a growth oriented international company, active in a multitude of businesses (design elements, flooring accessories, technical insulation, transport protection and solutions for industries).
- A function offering diversity, combining local responsibility for the largest operational entity of the group (500+ people, hierarchical responsibility for a team of 6) with the possibility to define and bring alive the new HR position at group level, covering +/- 15 legal entities.
- Close collaboration with associates from different cultural and professional backgrounds who are looking forward to contribute to initiatives that support the company's purpose of providing people with comfort and protection for a better life.

**We would be glad to receive your application by e-mail to [hubert.bosten@nmc.eu](mailto:hubert.bosten@nmc.eu)**



COMFORT &  
PROTECTION

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