Job offer

Ref. 2026A000594

ERTP IS RECRUITING FOR ONE OF ITS CLIENTS

Global Head of HR

LOCATION	EXPERIENCE	LANGUAGES
Belgium	**10+ years in HR**	**English; Dutch or French an asset**

Who are we?

The company is a European cyber security company. It offers cyber security services to private and governmental organizations to help them better prepare for, prevent, detect and respond to cyber security incidents.

How is HR organized?

By design, HR is steered globally and executed locally. To stay close to our people and the specificities of each country in which we operate, we work in a governance model that combines a global Head of HR with local HR leads at entity level. The global Head of HR owns the overall people strategy, frameworks and standards, while local HR leads are accountable for delivering the HR agenda inside their entity, staying close to the people, and translating global policies into a locally relevant experience.

Together, they form one HR team, aligned on priorities, tools and ways of working, so that every colleague experiences a consistent company, wherever they are based.

Next to this regional governance, our HR activities are also organized into service clusters. The same principle applies here: strategy, frameworks and standards are defined globally, while execution and impact happen locally, inside each entity. Each cluster is led by a service cluster lead from within the HR team, who is accountable for shaping the cluster's agenda, setting the standards and driving continuous improvement. To keep this close to the reality of our people, we make sure every entity is represented in each cluster, so that local needs, constraints and opportunities are reflected in the way we design and run our people programs.

Our HR activities are grouped into the following service clusters

- ✓ Recruitment and employer branding
- ✓ Career, learning and development, and performance management
- ✓ Compensation and benefits & Payroll
- ✓ Wellbeing

In this model, the Head of HR relies on both the local HR leads and the service cluster leads to translate one global people agenda into a consistent, high-quality employee experience across every entity.

What will you do?

We are looking for an experienced Head of HR to join our growing organization. In this role, you will lead the global people agenda, and at the same time act as the local Head of HR for our Belgian entity (ad interim), in the same way our current local HR leads cover other countries.

Your focus is clearly on the people side of HR: talent, culture, development, engagement and employee experience. Payroll, HR administration and compliance with local labor and social legislation sit with each local Head of HR for their entity, supported by external social secretariat and legal partners.

As a fast-growing cyber security company, our people are our most important asset. You will be the trusted advisor to our leadership team on everything related to talent, culture, organization and employee experience, and the visible face of HR both globally and for our Belgian colleagues.

We are therefore looking for an enthusiastic team player who will:

- ✓ Own the global people agenda across talent acquisition, onboarding, performance, learning and development, career management, engagement, culture and wellbeing.
- ✓ Set the global frameworks, standards and ways of working in these domains, and make sure they are consistently applied across all entities.
- ✓ Act as a trusted sparring partner to the leadership team and structurally report toward HR steerco members and the leadership team on the realization of the HR change and operational agenda.
- ✓ Lead the HR team, made up of local HR leads, service cluster leads and HR team members; coach them and further build their capabilities so that HR services are delivered consistently across all countries and in line with the company strategic agenda.
- ✓ Act as the local Head of HR for the Belgian entity (ad interim), close to our Belgian colleagues and business leaders, translating the global agenda into a concrete, day to day people experience in Belgium.
- ✓ Partner with the recruiting team and the recruitment and employer branding cluster lead to attract top talent in a highly competitive cyber security market, and safeguard a candidate and employee experience we are proud of.
- ✓ Drive our culture programs, keeping our four values alive in the daily experience of every colleague, across all entities.
- ✓ Champion diversity, equity and inclusion, and run our employee listening cycle (people pulse, feedback loops, exit insights), turning what we hear into concrete actions.
- ✓ Oversee office management and the workplace experience across our offices, together with our office management team and local Heads of HR.
- ✓ Own the global compensation and benefits framework (benchmarking, salary reviews, bonus and incentive plans, company reward strategy,...) together with the local Heads of HR. Local implementation, in line with country practices and legislation, is executed by the local Heads of HR, yet steered and aligned on company level.
- ✓ Own our approach to career, learning and development, and performance management as a service cluster lead, so that every colleague has a clear and compelling growth path in line with company evolution and needs. Evolve the current career, competence and skills framework to the fast-growing needs of the organization.
- ✓ Own our wellbeing agenda, in cooperation with the wellbeing cluster lead, making sure it is felt in the daily life of every team.
- ✓ Set the global HR policies and the minimum standards colleagues can expect from us as an employer, while relying on the local Heads of HR to ensure payroll, HR administration and compliance with local labor and social legislation in each of the countries in which the company is active.
- ✓ Manage and steer the company HR budget, in line with company forecasting and budgetary review cycles.
- ✓ Own the key global HR metrics and reporting; use data to inform decisions on retention, engagement, career evolution and organizational health.
- ✓ Lead and support the HR change agenda, linked to our company growth and strategic orientation.
- ✓ Represent the company externally on people, culture and employer brand topics, and act as an ambassador in the broader HR community.

Requirements

- Eligibility for NATO clearance.
- Master's degree in Human Resources, Organizational Psychology, Business, Law or equivalent field.
- At least 10 years of progressive experience in HR, of which several years in a senior HR leadership role, ideally in a fast growing, international and knowledge intensive environment (professional services, technology, consulting).
- Strong track record on the people / soft side of HR: talent acquisition, talent and leadership development, performance and career management, competence and skill building, engagement, culture and wellbeing.
- Experience in shaping compensation and benefits frameworks.
- Proven experience operating in a multi-country setup, ideally in a model that combines global ownership with local execution.
- Good working knowledge of Belgian HR practices and a general understanding of the Belgian labor and social landscape, sufficient to steer the Belgian people agenda in cooperation with external legal and social secretariat partners. Deep payroll or labor law expertise is not required, as these areas are covered by the local HR team members.
- Familiarity with the HR context of other European countries is considered a plus, given the company's international footprint.
- Comfortable working with HR data and modern HR tooling; able to analyze data and translate numbers into meaningful actions.
- A true people leader: coaches, develops and empowers the HR team, while staying close enough to the operational reality.
- Excellent stakeholder management skills: credible with executives, approachable for every colleague.
- Structured, pragmatic and outcome-oriented; thrives in a fast-moving environment; likes to build and drive change; entrepreneurial mindset.
- Can work autonomously and as part of a team; comfortable with deadlines and delivers to high-quality standards.
- Excellent English communication skills, both verbal and written; proficiency in Dutch or French are considered strong assets.

What do we offer

A highly competitive remuneration package including financial and non-financial components:

- A training budget of 10.000 euro and 10 days every 2 years
- Company car and Belgian fuel card
- Working and learning from the best people in the European cyber security industry, with technical staff able to acquire deep technical security certifications
- An entrepreneurial and agile working environment, where you will be challenged, stimulated and supported in driving new initiatives (either through internal innovation or by improving our service offering), without losing sight of having fun
- Regular team-building and fun events throughout the year
- Our commitment to coach and counsel you and help you grow; each employee receives a personal coach within the team, whose role is to ensure your well-being and helps you grow in your career
- Flexible working hours, working from home and even the possibility to work from abroad
- Flex Income Plan
- 32 paid leave days

How to apply?

1. Create your candidate account on **app.ertp.be**
2. Search for reference **2026A000594**
3. Send your application directly on ERTP

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