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## The Company

DT Services and Consulting is a company dedicated to all projects related to continuous improvement, with a focus on proactivity, polyvalence, and autonomy.

Founded in 2019 by Thibault Draye in Liège, DTSC can offer to their clients the most dedicated service in Continuous Improvement project. We now serve customers all over the BeNeLux and France. In this context, we are continuously looking for new profiles to strengthen our teams.

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## Main responsibilities

- **Implement Advanced HR Tools:**  
Develop and deploy sophisticated HR tools and systems to automate and optimize HR processes, moving beyond traditional Excel spreadsheets. This includes implementing HRIS (Human Resources Information Systems) software to streamline data management, reporting, and analytics.
- **Create a Comprehensive HR Framework:**  
Establish a robust HR framework encompassing all aspects of HR management, including recruitment, onboarding, performance management, training and development, compensation and benefits, and employee relations. This framework should be scalable and adaptable to accommodate the company's growth.
- **Talent Management Structure:**  
Develop and implement a structured talent management approach to attract, retain, and develop top talent. This includes defining job roles and responsibilities, identifying key competencies, designing career paths, and implementing succession planning strategies.
- **Foster Company Culture:**  
Lead initiatives to cultivate and reinforce the company's culture, values, and identity. This may include organizing team-building activities, employee recognition programs, diversity and inclusion initiatives, and wellness programs.
- **Recruitment Structure:**  
Design and implement a comprehensive recruitment structure, including defining job profiles, sourcing strategies, selection processes, and onboarding procedures. Coordinate with external recruitment agencies or freelance recruiters as needed to support recruitment efforts.
- **Proactive Employee Engagement:**  
Maintain proactive communication and engagement with employees through regular check-ins, feedback sessions, and dedicated time for HR interactions. Implement initiatives to enhance employee morale, satisfaction, and overall well-being.
- Other duties as assigned

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## Qualifications

- **Education:** Bachelor's or Master's degree in Human Resources Management, Business Administration, or a related field.
- **Experience:** Proven experience of minimum 5 years as an HR Manager or similar role, with a demonstrated track record of successfully implementing HR tools, frameworks, and strategies in entrepreneurial environments.
- **Technical Skills:** Proficiency in HRIS software, Microsoft Office suite, and other HR-related tools and technologies.
- **Language Skills:** Fluent in English, Dutch, and French (preferred), with strong written and verbal communication skills in all three languages.
- **Talent Management Expertise:** In-depth knowledge of talent management principles, including recruitment, onboarding, performance management, career development, and succession planning.
- **Strategic Thinking:** Ability to think strategically and develop long-term HR strategies aligned with the company's business goals and objectives.
- **Communication Skills:** Excellent interpersonal and communication skills, with the ability to build rapport, trust, and credibility with employees at all levels of the organization.
- **Entrepreneurial Mindset:** Strong entrepreneurial spirit with a focus on innovation, continuous improvement, and delivering value to clients.

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## Our Offer

- A competitive and evolutive salary package including company car and benefits depending on your specific needs and your experience
- Because of our flexible working hours and homeworking possibilities you can say goodbye to traffic jams
- We will provide all the tools necessary to be successful in your job and foresee the necessary training so you can grow in your career
- Depending on your clients and preferences your main workplace will be Brussels or Liège with potential regular commute to the client location
- “A laugh a day keeps the doctor away!” Our employees work hard but they also play hard, hello afterwork drinks, company dinners, company day...
- We have an informal atmosphere with challenging international projects, the best of both worlds!

At DTSC, we advocate for entrepreneurial employment - a fusion of employee and entrepreneur mindsets. This innovative approach empowers individuals to drive their careers while fostering innovation and collaboration. As an entrepreneurial employee at DTSC, you'll have the opportunity to work on exciting projects, develop new skills, and shape your own professional journey. We provide support for your growth and offer tailored career paths that align with your interests and aspirations. Join us and experience the best of both worlds, combining the flexibility of freelancing with the security of a permanent contract.

With DTSC, you'll have the autonomy to seek your own clients, negotiate contracts, and manage your projects like a freelancer, while also enjoying the stability and benefits of a permanent position. Plus, you'll have access to the knowledge and experience of our talented team members, providing valuable mentorship and learning opportunities.

## Interested?

Be sure to send us your CV, and let's chat about why our collaboration could be mutually beneficial today. We believe in learning from each other, and a cover letter just seems so last century!

[info@dtsc.be](mailto:info@dtsc.be)

DTSC is committed to being an inclusive employer. prohibits discrimination and harassment against any employee or applicant based on race, ethnicity, color, religion, national origin, ancestry, sex, gender, gender identity, gender expression, sexual orientation, age, disability, pregnancy, genetic information, marital status, family status, citizenship status, veteran status, military status, union affiliation, or any other status protected by law.