



Agrafresh – HR Manager/Director

HR Manager/Director Belgium

Agrafresh, Egem (Kasteeldreef 18)

Agrafresh is active in the processing of fresh vegetables, focusing on cutting, washing, packaging, and private label. In Belgium, we work with approximately 80 colleagues, and group-wide, Agrafresh has about 150 employees.

To further support our Belgian organization, we are looking for an HR Manager Belgium. In this role, you report to the COO and take responsibility for the entire HR operation in Belgium, with the exception of actual payroll processing. You will manage one payroll employee.

Your responsibilities

- You are the point of contact for all HR topics in Belgium.
- You ensure a pragmatic HR approach that fits within a production environment.
- You support managers and employees regarding recruitment, retention, development, performance, absenteeism, and employee relations.
- You oversee the correct application of social legislation and HR processes. • You manage one payroll employee responsible for operational payroll processing.
- You contribute to HR projects at the group level and translate them to the Belgian context.
- You help build strong collaboration between HR, operations, and management.
- You support recruitment, onboarding, and the follow-up of employees.
- You monitor HR data, reporting, and the further professionalization of HR processes.

Your profile

- You have experience in a broad HR role, ideally in a production, industrial, or operational environment.
- You thrive in a hands-on, no-nonsense environment.
- You have a strong foundation in Belgian social legislation and HR administration.
- You can easily switch between operational HR issues and more policy-related topics.
- You communicate clearly and professionally with employees, managers, and external partners.
- You speak and write Dutch, English, and French.
- You are discreet, independent, and solution-oriented.
- You have no problem with a role that is close to the business and involves a visible presence on site.

What do we offer?

- A key role within a growing, international food environment.

- The opportunity to help further shape HR in Belgium.
- A role with broad impact and close collaboration with management and operations.
- Competitive gross salary supplemented with fringe benefits
- Company car negotiable (depending on profile)
- Laptop & mobile phone
- Meal and eco-vouchers
- Hospitalization insurance
- End-of-year bonus
- 12 ADV days + flexible public holidays — plan your own vacation, no collective leave

Practical

- Location: Egem
- Travel to France: infrequent
- Reporting: COO
- Team: 1 payroll employee reports to this role

<https://www.agrafresh.be>