



## HR Transformation Opportunities – Business Analyst & Project Manager

**Location:** Brussels, Belgium

**Working model:** On-site

**Focus:** HR Digitalisation | SAP HCM | SAP SuccessFactors

**Are you ready to take your career to the next level?**

**Do you thrive in environments that challenge and inspire you?**

**Would you like to grow within a team that values both excellence and enjoyment at work?**

Taleo Consulting is an international management consulting group with offices in **France, Luxembourg, Belgium, The Netherlands, Switzerland, Spain, Singapore, Portugal, and Italy.**

We've grown into a team of **450+ talented professionals** across **10 offices worldwide**, partnering with leading organizations in **Financial, Life Sciences, Retail, and Energy** - Sectors, to drive transformation and deliver lasting impact.

At Taleo, you'll find more than just a job. You'll join a community of ambitious consultants who share a passion for growth, innovation, and teamwork. Together, we create an environment where you can develop your skills, take on new challenges, and truly make a difference.

### **What Will You Do?**

At Taleo Consulting, we believe that **our growth starts with our people**. When our consultants thrive, so do our clients.

Motivated, curious, and passionate professionals make a real impact, not only on their own careers but also on the success of the organizations they support.

We're looking for individuals who **embody our values** and help us foster strong, trust-based relationships with both our **clients** and our **teams across the globe**.

Our success is built on the **talent, collaboration, and commitment** of our people and we're now looking for experienced **HR professionals** to join our journey.

We are looking for experienced HR professionals to support HR transformation and digitalisation projects within a large Belgian organisation.

We have opportunities for two profiles: HR Business Analysts with strong functional expertise in SuccessFactors and Senior HR Project Managers experienced in delivering large-scale SAP HR projects.



## HR Business Analyst – Key Requirements

- Experience as an HR Business Analyst and Lead Consultant on SuccessFactors implementations.
- Strong knowledge of SuccessFactors Employee Central, Employee Central Time, and Talent modules, including Performance, Learning, Recruitment, and Onboarding.
- Proven experience leading UAT activities, defining end-to-end test scenarios, and validating solutions.
- Experience with HR process digitalisation, integrations, master data, and data quality.
- Experience in the Belgian public sector, including organisations with statutory and contractual employees.
- Languages: Dutch or French (C2), the other language (minimum B1), and English (C1).

## Senior HR Project Manager – Key Requirements

- 10+ years of relevant project management experience in large Belgian organisations with 10,000+ employees.
- Experience managing at least five large SAP HCM and/or SAP SuccessFactors projects, each lasting over one year.
- Strong knowledge of project management methodologies, such as PM<sup>2</sup>, PRINCE2, PMBOK, or Agile.
- Solid understanding of SAP HCM, SuccessFactors, HRIS architecture, integrations, and HR processes.
- Proven skills in project planning, stakeholder management, risk management, and delivery.
- Languages: Dutch, French, and English (minimum B2 in all three).

We attract top talent and empower them with the right environment to excel and drive collective success.

### Why should you join us?

By joining Taleo, you'll become part of a **talented, international, and dynamic team**.

You'll benefit from **real career growth opportunities**, continuous learning, and the chance to build **long-lasting relationships** across borders and industries.

If you recognize yourself in this description and are ready to grow with a company that values ambition, collaboration, and excellence, let's connect.

**Share your CV and take the next step in your journey with Taleo**

