

Vacature – hr & finance manager

Jusimar

Deskundig – Toonaangevend – Gedreven – Persoonlijk – Met zorg

As an HR & Finance Manager within the Jusimar Group, you report to the CEO & COO on holding level, and you are the link between its subsidiaries Hict Consulting and Kerteza Training & Consulting.

You will be managing both HR and finance related aspects, and therefore work in close collaboration with the responsible managers within the subsidiaries and group.

Jusimar is a healthcare expertise group englobing Hict (consulting) and Kerteza (training and consulting). Jusimar's mission is to maximize the focus of its organisations on their core business, while **centralising** common support and activities on a group level. Additionally, it coordinates on an **international** level the local entities where Hict and Kerteza are active. As such, it supports each business to realise their ambitions on a national and international level.

Your responsibilities

As an **HR Manager**, you ...

- Develop and ensure that all HR-related **procedures and policies** are implemented and updated.
- Continuously improve the entire **recruitment process** in line with each company's strategy and needs
- Coordinate and continuously improve the **evaluation process** in support of the managers of each subsidiary
- Develop a common framework for **competence** management & **training**
- Manage **salary policy** and contribute to the annual budget discussions
- Optimize and professionalize **internal procedures** and SOP's
- On an **international** level, support in setting up local offices and its **local HR structure** and support

As a **Finance Manager**, you...

- Deliver the **analytical accounting** from a Group perspective, in close collaboration with the subsidiaries, including frequent reporting to the Group
- Drive **cost control** for the subsidiaries and offices
- Contribute to and follow-up of **budgets** for the subsidiaries and offices

- Perform internal **financial audits** on projects
- Manage **funding projects**
- Coordinate the financing of **investment initiatives**
- Coordinate with the **external accountants**
- Optimize and professionalise financial **procedures and tools**
- Develop financial **KPI data** needs and **dashboards**

Your profile

Preferentially, you have an economic and/or Human Resources Master's degree. Additional certifications or degrees in Finance or HR are a plus.

You have/are...

- Minimum 3 years of **proven professional experience in HR and Finance**
- Knowledge of **social legislation**
- A high level of initiative and **commitment to deliver**
- The ability to multitask and we can count on your **discretion** and confidentiality
- Excellent **communication** skills in Dutch and English, and preferably also French. Other language skills are a bonus.
- Strong **problem-solving** skills
- Able to **prioritise** and escalate to your reporting line in case of need
- General **IT and data analytics skills** and knowledge of **MS office**
- Affinity and experience within **the healthcare sector** is a plus

We are looking for...

- Someone who can work **autonomously**, but also **collaborate intensively** with all subsidiaries and report to the Group
- A well-**structured** and **proactive** work ethic
- An entrepreneurial and **result-driven** manager with great communication and presentation skills
- A **team player** capable of using his/her knowledge in a fluent and constructive way and sharing it with colleagues in the group and the subsidiaries.
- **Flexibility**: head office in Ghent, with flexibility to travel occasionally to subsidiaries and local offices

What we offer

- A challenging working environment in a holding structure with intensive collaborations with the different subsidiaries and office, and teams of highly skilled professionals
- A fixed contract, with a competitive salary and benefits package
- Possibility to work part-time

How to apply

Please send your **resume**, including a **motivation** letter to career@jusimar.be

We will contact you shortly to follow-up on your application.