

## Hawaiian Poké Bowl – Talent Lead

# Hawaiian

### Who are we looking for?

At Hawaiian, we believe that **people make the difference**. That's why we're looking for a **Talent Lead** who will help our employees and our organisation grow. Someone who combines **strategy with action**, gets excited about **talent development**, and brings fresh ideas to make our HR approach **future-proof**.

As a **key figure within HR**, you will lead a team of **three Talent Specialists**. But your role goes beyond that: you build processes, safeguard our culture, develop learning journeys, and think about how we can remain a **top-of-mind employer**.

### You are our match if you...

- have **solid experience in Talent Management and soft HR**
- have experience in a **scale-up or fast-growing company**
- enjoy **change and fast-paced environments**
- get energy from **recruiting and developing people**
- are familiar with **HR processes and systems**, while leaving room for innovation
- are a **coaching leader** who helps people grow
- communicate easily, **build bridges and influence others**
- speak and write **fluent Dutch, French and English**
- a **Prevention Advisor Level 3 certificate** is a strong plus

### What will you do?

#### Talent Acquisition

- Lead and inspire a **team of three Talent Specialists**.
- Take ownership of the **recruitment of senior and specialised profiles**.
- Ensure our **recruitment process runs smoothly and warmly**, from job posting to onboarding.

#### Strategy & Processes

- Develop and follow up on **talent and development strategies**.
- Select and implement **smart HR tools** (LMS, PMS, ATS) that improve efficiency.
- Act as a **sparring partner for department heads** and support them in HR decisions.

#### Talent Development

- Be the driving force behind the **Hawaiian Academy**, our learning and knowledge-sharing platform.
- Oversee **employee development** and help shape their talents and ambitions.

- Build clear **career tracks together with team leads** and actively follow them up.
- Ensure that **feedback and growth** are a natural part of our culture.

## Employer Branding & Culture

- Work with marketing to develop **creative employer branding campaigns**.
- Ensure every new colleague experiences a **smooth and welcoming onboarding**.
- Launch initiatives that keep our **company culture strong and alive**.
- Act as a **trusted listener and confidant** for colleagues.

## What do we offer?

- Working in a **fast-growing scale-up environment** where no day is the same and where your impact is immediately visible.
- A **full salary package between €4,000 – €4,500 gross**, depending on experience, including:
  - company car + fuel card
  - DKV insurance
  - net allowance
  - meal vouchers
  - eco vouchers
  - mobile phone & subscription
- The opportunity to **shape the HR and talent strategy of the future**, with plenty of room for your own ideas and initiatives.
- A **rapidly growing organisation** with passionate colleagues who strive for **quality and fun at work**.
- A **competitive salary package** complemented by extra-legal benefits.

<https://hawaiianpokebowl.be/>