



TCR Group – Compensation & Benefits Lead



Compensation & Benefits Lead

The opportunity

We are looking for a dynamic Compensation & Benefits Lead who will combine group-level expertise with operational excellence at our TCR Headquarters. In this role, you will head the Compensation & Benefits Centre of Expertise at HQ, ensuring efficient employee administration and payroll for our HQ employees (approximately 100 employees) and acting as the knowledge lead for all Compensation & Benefits topics across the TCR Group.

You will support HR Business Partners worldwide with their C&B questions, lead reward and internal mobility initiatives, and drive reporting excellence.

If you thrive on combining strategic group-wide impact with hands-on operational responsibilities, this is your opportunity to join a fast-growing international leader!

In this role, you will be reporting to the Group HR Director.

A snapshot of what you will be doing here

At Group level (Centre of Expertise lead):

- Act as the head of the Compensation & Benefits Centre of Expertise at HQ
- Lead and continuously improve the group's reward structures, function classification processes, and annual senior leadership performance cycle
- Coordinate and manage internal mobility initiatives across all TCR countries
- Drive and support the implementation of HRIS modules internationally, including training local HR teams and aligning practices globally
- Optimise and future-proof the group's compensation and benefits policies and frameworks
- Act as HR data analyst at group level: gather, structure, and interpret HR data to uncover trends, identify risks or opportunities, and formulate clear, actionable insights and solutions
- Develop and deliver accurate, timely HR reporting, budgets, KPIs, and forecasts that support strategic HR and business decisions

At TCR Headquarters (Belgium):

- Ensure high accuracy, efficiency, and compliance in Belgian HR operations, with a focus on payroll (Blox SD Worx), time registration (Protime), and personnel administration
- Manage employee benefits and Compensation & Benefits policies (including insurances, meal vouchers, car policy, bike leasing, etc.)
- Handle the full employee lifecycle: onboarding, contract management, and offboarding
- Serve as the first point of contact for day-to-day employee requests related to sick leave, absence management, and general HR admin
- Oversee company car (fleet) management for TCR HQ employees (approximately 70 vehicles)

- Analyse operational HR data to improve processes, suggest automation opportunities, and ensure continuous enhancement of People Operations
- Lead process improvements that contribute to greater efficiency, accuracy, and employee experience at local level
- Build and deepen expertise in our HRIS (Microsoft Dynamics 365) and payroll systems, supporting improvements and scalability

We are looking for an individual who:

- Holds a Bachelor's degree in HR Management or equivalent through experience
- Has at least five years of experience in an HR role with a focus on Compensation & Benefits, internal mobility, or data-driven HR reporting
- Is passionate about scaling, automating, and future-proofing HR processes across diverse international settings
- Has a sharp analytical mindset—able to translate complex data into actionable insights and uncover the story behind the numbers
- Thrives on creating structure and driving operational excellence in a fast-paced environment
- Brings expertise in Compensation & Benefits within a global context, with an understanding of international practices
- Possesses deep knowledge of Belgian social and fiscal legislation
- Communicates fluently and confidently in English, Dutch and/or French is an asset
- Demonstrates advanced Excel capabilities
- Balances strategic thinking with a hands-on mindset, effectively managing both group-wide initiatives and HQ-level HR operations
- Is highly organised, detail-focused, and handles confidential information with care and integrity

We think you will love working with us

- Join a leading international team, headquartered in Belgium
- Be part of a dynamic and forward-thinking HR team driving innovation in the aviation industry
- Enjoy streamlined decision-making processes where your contributions matter
- Work in a global, multicultural environment with opportunities for professional growth
- Take part in fun team activities—golf initiations, darts tournaments, and Thursday drinks!
- Enjoy 30 days of holidays for a great work-life balance

Our company

At TCR Group, we are pioneers in Ground Support Equipment (GSE) solutions for the aviation industry. We provide rental, leasing, and maintenance services, ensuring reliability at over 200 airports worldwide. With our headquarters near Brussels and a team of 1,800 employees, we are a trusted global partner, delivering operational excellence and innovation.

Do you think we could be a match? We look forward to meeting you.

We hire people, not roles. If you are excited about this opportunity but do not meet every single requirement, we still encourage you to apply. Your potential, enthusiasm, and fresh perspectives matter to us!

Please note: We kindly request that agencies and recruiters refrain from contacting us regarding this job posting.