

# CNH – Payroll Manager Benelux

## JOIN

### What does the role entail?

The Payroll Manager ensures compliance and smooth payroll operations for the Group's entities in Benelux. Acting as a payroll and tax expert, the manager supports HR, Total regulations and internal standards. Location: Antwerp and/or Zedelgem.

**Reporting Lines:** Reports to EMEA Shared Services Manager and functionally to Benelux HR Country Manager.

**Key Interactions:**

- Internally: HR, Finance, Total Rewards teams and employee representatives.
- Externally: Payroll providers, insurance and benefit providers and governmental bodies.

**Key Responsibilities:**

- Oversee payroll processes focusing on accuracy & compliance and ensure timely payments.
- Ensure compliance with social, tax, and labor laws and conditions for government subsidies (R&D, overtime, shift).
- Manage the relations with the external payroll provider which has an on-site team presence in Belgium and works remotely.
- Develop tools to harmonize payroll processes across sites.
- Provide payroll-related support to HR and Finance teams.
- Implement and optimize HRIS and other tools.
- Prepare and validate reports and dashboards.
- Conduct internal and external audits.
- Maintain and check data quality and ensure GDPR compliance.
- Respond to payroll-related queries and solve complex issues.

### Who are we looking for?

- Experience in multisite payroll management, preferably in a manufacturing context.
- Deep knowledge of Belgian payroll regulations and a labor cost focus; knowledge of Luxembourg and Netherlands regulations is a plus.
- Strong hands-on problem-solving, analytical, and interpersonal skills.
- Ability to work independently and in a team.
- Excellent communication skills in Dutch and English.
- Proficiency in Microsoft 365 and various HR systems (e.g. Successfactors).
- Ability to handle internal and statutory reporting.
- Experience with continuous improvement initiatives and payroll projects.

- Relationship management with various stakeholders, internal and external.

## What do we offer you?

Working at CNH means working in an environment where, thanks to the international character, numerous development opportunities are offered.

At the CNH site in Zedelgem, more than 2700 colleagues work. This location hosts a variety of departments, ranging from design with an R&D center with more than 400 employees, to production, service, and training of dealers, to all supporting departments.

At the Antwerp site, around 1000 mainly manufacturing-oriented colleagues work; the site is located in Antwerp-North (port).

The entities in the Netherlands and Luxembourg are smaller and together have around 70 colleagues.

We offer an attractive salary package, with numerous additional benefits, such as a company car, bonus system, insurance, eco cheques, meal vouchers, and additional days off on top of the statutory holidays.

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