
LAURENCE JANSSENS



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WHO AM I ?

Result oriented, pragmatic,
disruptive and enthusiastic.
Thanks to 20 years' experience
in HR, I will bring a holistic
solution to your HR challenges.

EXPERTISE

Project Management
Reward Expertise
People Management
Soft & Hard HR Expertise
Operational Excellence | Lean 6
Sigma | Agile

PROFESSIONAL EXPERIENCE

FREELANCE

09/2022 – 12/2023 **Degroof Petercam** as Change & Talent
Project Manager

10/2021 – 03/2022 **Degroof Petercam** as HR BP

09/2020 – 09/2021 **Degroof Petercam** as C&B Expert
Review of the mobility policy – manage Yearly Comp. Review

02/2020 – 08/2020 **PwC** as C&B Manager
Managed Yearly Bonus Review, insurances and creation of a
career ladder for support functions

09/2018 – 12/2019 **TUC RAIL** as C&B Payroll Manager (6 p.)
Managed yearly Compensation Review & Cafeteria Plan
Integration of Company, Managed change of HR Tools

HR PROJECT MANAGER / ING

10/2016 – 08/2018

Led 2 Squads of 8 people (Agile)

Led Simplification & Operational projects in the context of the
restructuration & performance and recognition project

REWARD EXPERT / ING

10/2014 – 9/2016

Managed yearly Compensation Review

Led Benchmark project and represent ING BE in the sector
classification committee

Participated in creation of the Cafeteria Plan

Developed reward Excel tools

Gave reward and payroll advices to business

COMP & BEN SPECIALIST / AUDI BRUSSELS

4/2011 – 9/2014

Managed yearly Compensation Review

Led project to negotiate with trade unions a New Salary
Structure, Job Grading, Cafeteria Plan & Performance system

Led process Job description and job grading (Hay, Berenschot)

Gave support to all Payroll process

Collaborated in project Talent Management



LANGUAGE

French: Native
Dutch: Fluent
English: Fluent
Spanish: good knowledge
German: basic knowledge

ICT

Excel, Word, PowerPoint, Aris
(process design), Visual basic
(basic knowledge), SAP HR,
People Soft, Workday

TRAINING

Coaching certified
Facilitator ARC certified
Intelligence collective
Hay – Compas 5+1 –
Berenschot
Agoria Social Law
Lean 6 Sigma
Adkar change management
Mindfulness
Selfcoaching – Prana

Administrated succession planning review

HR OFFICER / BOZAR

2/2008 – 3/2011

Led projects: job description, job grading (Hay), performance
management, training plan

CARREER SPECIALIST / FOD P&O

9/2004 – 1/2008

Collaborated to projects: job description, job grading (Compas
5+1 Hudson), competency management
Designed and organized training: “How to make job description”
Several missions in Congo and abroad

FINANCIAL AND PROCESS AUDITOR / E&Y

9/2002 – 8/2003

EDUCATION

COMP&BEN MANAGEMENT

Vlerick Business School, 2014

MASTER IN HR

UCL, LLN 2003-2004

MASTER IN BUSINESS MANAGEMENT

ICHEC, Brussels 1998-2002

OTHER ROLES - CURRENT

Coach to help people in professional transition

Teacher to increase employability in HR

Assessor of the Board of Appeal of Officials for Walloon Region

