dstny

Destiny – Senior Payroll & Fleet Specialist

About the role...

At Dstny, we're looking for an **Senior Payroll & Fleet Specialist** who can combine a strong sense of structure with a passion for improvement. If you're someone who thrives on getting things right, building efficient processes, and supporting both people and systems—you'll feel at home here.

This role is key to our HR team, including the HR Manager, two in-house recruiters, a project manager, and a workplace manager. You'll ensure smooth HR administration, accurate payroll, and efficient fleet management for 260+ employees. We're building a culture that values clarity, care, and continuous progress—and we'd love for you to be part of it.

Key Responsibilities

- **Payroll & HR Administration**: Manage personnel administration and ensure accurate, timely payroll processing in SD eblox. Lead the onboarding and offboarding processes, offering legal and administrative support where needed. Contribute to the development and optimization of compensation and benefits practices. Keep our HR policies aligned with company guidelines and compliant with Belgian labor legislation. Maintain up-to-date internal and labor regulations, including oversight of social elections. Act as the primary contact for external HR partners (payroll, health services, legal advisers).

- **Fleet Management/Mobility Budget**: Oversee all aspects of fleet administration & Mobility Budget—from changes and contracts to related payroll inputs. Ensure regulatory compliance and smooth daily operations of the fleet & mobility budget.

- **Process & Operational Management**: Identify opportunities for improvement and implement and document more efficient processes. Resolve operational challenges with a structured and proactive approach. Take ownership of the systems and tools under your responsibility, continuously working to optimize them.

- **Team Collaboration**: Collaborate across departments and encourage adoption of new ways of working. Support broader HR and business initiatives with a positive, solution-oriented mindset. Lead or contribute to HR-related projects that require clear planning and timely delivery.

What we're looking for in you...

- Solid experience in HR administration and social legislation in a Belgian context.

- Strong understanding of payroll systems and calculations—ideally with SD Worx.

- Experience managing internal policies and compliance with national labor regulations.

- Structured and detail-focused, with the ability to manage multiple responsibilities confidently.

- Comfortable working autonomously while collaborating effectively with colleagues and stakeholders.

- Strong communication skills in Dutch, English and French.

- You're practical, resourceful, and take initiative.

- You focus on solutions and see change as an opportunity to improve.

- You're respectful and professional in every interaction, but also approachable and supportive.

What we can offer you...

- A challenging job in a fast-growing company where you can also grow yourself (with plenty of room for training)

- A competitive salary, including an eco-friendly company car with fuel/charging card or an interesting flexible mobility budget.

- Electronic meal vouchers, health insurance.

- Seniority days: extra vacation days based on your seniority (1 day every 3 years, up to a maximum of 4 days)

- Flex Income Plan: tailor extra advantages using your budget of your 13th month

- Access to Benefits@Work: enjoy discounts at a wide range of popular brands and retailers

- Flexible working hours, with the possibility of remote work. Because in digitalization, we should set a good example, right?

- A pleasant working environment in a renewed Dstny house, customized to the wishes of our Destinians.

- A great team of colleagues and wonderful customers.

- A friendly atmosphere with regular fun team-building activities or company events.

- Always fresh soup, fruit, and delicious coffee

  Are you convinced? Don't wait any longer and apply via the form below.

#LI-MC1

https://dstny.be/