

European HR Business Partner (m/f/d)

With over 50 years of experience and more than 200 employees, Paychex Europe Germany GmbH, a subsidiary of the US billion-dollar company Paychex, Inc., is one of the largest providers of payroll services in Germany. From our locations in Hamburg, Berlin and Rostock, we take care of the needs of our now more than 6000 customers. The Paychex Group includes the Danish HRM SaaS provider Emplify and the Lessor Group, which is the market-leading provider of payroll and human capital management software solutions in Denmark and Northern Europe.

To strengthen our team in **Hamburg** we are looking for a **European HR Business Partner (m/f/d)**

Your area of responsibility

- Act as trusted and strategic HR partner to Executives and their leadership teams
- Support the leadership teams to foster a positive workplace culture and enhance employee engagement that contributes to Paychex Europe's growth strategy
- Partner with hiring managers to drive recruitment, onboarding, and retention initiatives
- Provide expert advice on performance management and take ownership of handling performance management cases in a professional way
- Develop and facilitate training and development activities to enhance leadership skills and team seminars by using Insight as our common methodology
- Identify HR-related areas for action and develop solutions and concepts for current challenges
- Support change processes, both in one-on-one meetings and in workshops
- Establish and improve existing HR processes, on in-country as well as cross-country level

Your requirements profile

- Bachelor's degree with a focus on human resources or a commercial apprenticeship supplemented by further training as a human resources specialist
- At least 8 years of professional experience in HR, including at least 5 years as an HR Business Partner (m/f/d), preferably in a SaaS environment
- Strong team player who acts with respect and takes accountability for HR tasks and activities
- Excellent communication, negotiation and relationship-building skills
- Deep understanding of HR best practices, labor laws, and compliance requirements
- Ability to analyze HR data and provide actionable insights
- Enjoy working in multicultural and cross-functional teams and demonstrate a high level of intercultural sensitivity
- High level of emotional intelligence and conflict resolution abilities
- English level in talking, writing and understanding, which enables you to work in an international environment
- Willing to travel 20-30% of your working time within Germany and to Denmark
- Business fluent in German
- Permanent residence in Germany, preferably in Hamburg or within the Greater Hamburg area

What we offer you

- Hybrid working model including hardware package
- A permanent position in full-time with 30 vacation days
- Informal culture with regular team events
- Company pension scheme
- Numerous corporate benefits & employee offers
- EGYM well pass
- Dogs are welcome in the office
- Parking available

Do you think we fit together? Then we look forward to receiving your application!

