



PR/087436 | HR Generalist (m / f / d)

Job Information

Recruiter

JAC Recruitment Germany

Job ID

1591179

Industry

Other (Recruitment Services)

Job Type

Permanent Full-time

Location

Germany

Salary

Negotiable, based on experience

Refreshed

May 5th, 2026 10:34

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Company and Job Overview

Our Japanese client - Leading semiconductor inspection solutions is looking for HR Generalist , this role is a key multifunctional role responsible for managing daily HR operations, office administration, payroll coordination, employee support, and immigration/travel processes. This position ensures compliance with relevant employment laws and regulations (including international aspects), fosters a positive and inclusive work environment, and supports efficient office operations across global teams. The ideal candidate is highly organized, detail-oriented, and experienced in handling both people focused HR functions and operational/administrative tasks in a dynamic, international setting.

Job Responsibilities

HR & Talent Management

Collaborate with hiring managers and external agencies to source, interview, and onboard candidates for technical, administrative, and other roles.

Conduct structured interviews, manage offer processes, pre-employment screenings, and maintain applicant records.

Support employee onboarding, offboarding, status changes, and HR record-keeping.

Coordinate training and development programs, including external workshops for technical/soft skills and mandatory compliance/safety trainings.

Foster positive employee relations through engagement initiatives, open communication, conflict resolution, performance guidance, and confidential handling of concerns, grievances, or investigations.

Payroll, Benefits & Compensation

Oversee the monthly payroll cycle to ensure accuracy, timeliness, and full compliance with German labor laws, tax regulations, and social security contributions.

Prepare payroll data, including auditing timesheets, verifying hours worked, calculating gross/net pay, processing deductions, bonuses, overtime, leave balances, and coordinating statutory contributions with accounting.

Perform final double-check and review of prepared payroll data to identify and resolve discrepancies, ensure data integrity, and confirm compliance.

Approve payroll runs for final processing and payment (in collaboration with accounting teams or external payroll providers as applicable).

Administer employee benefits enrolment, provide guidance on programs, and maintain accurate benefits records.

Analyze compensation data for market competitiveness and internal equity.

Respond to employee inquiries regarding payroll, pay calculations, deductions, and benefits.

Compliance, Policy & Additional Support

Monitor and ensure adherence to labor regulations, working time rules, disciplinary procedures, and performance management.

Liaise with legal advisors on regulatory updates and develop localized HR policies aligned with global guidelines.

Develop and implement office policies/procedures to enhance efficiency and compliance.

Maintain organized company records, documentation, and confidential employee files.

Immigration, Global Mobility & Travel Support

Coordinate immigration matters, including visa/work permit applications, sponsorships, documentation preparation, and compliance for employees on international assignments.

Support local and overseas field service engineers and staff with travel arrangements (flights, hotels, cars) and related documentation.

Liaise with global HR teams (e.g., Japan, Taiwan, USA, Ireland, Israel), external advisors, and authorities, to ensure timely resolution of immigration, travel, and cross-border issues.

Maintain accurate records for immigration/travel compliance.

Miscellaneous

Identify ongoing administrative and HR needs; develop solutions and recommendations to continuously improve workflows, efficiency, and cost-effectiveness.

Maintain high ethical standards, comply with all company policies/procedures, and handle sensitive/confidential information with discretion.

Provide general support to employees, managers, and leadership on HR, administrative, or operational matters.

Report irregular issues or potential improvements to management for resolution.

Ensure effective communication and collaboration with supervisors, staff, global teams (e.g., Japan headquarters), customers, vendors, and external partners.

Participate in special projects, organizational initiatives, or other duties as assigned by leadership.

Contribute to maintaining a clean, safe, and productive work environment.

Job Requirements

Valid working visa holder in the EU

Fluent command of English and German

Bachelor's degree in Human Resources, Business Administration, Office Administration, or a related field (Associate's degree or equivalent experience considered).

4–7 years of progressive experience in HR operations, generalist functions, office administration, payroll, and/or immigration support.

Experience in a multi-national environment with global mobility/immigration coordination highly preferred.

Relevant certifications strongly preferred, especially Germany-recognized ones such as:

- o Personalfachkaufmann/-frau (IHK)
- o Geprüfter Betriebswirt/-in Personalwirtschaft (IHK) or similar advanced IHK certifications in personnel/HR management
- o International equivalents like SHRM-CP, PHR, or CIPD (particularly useful for global coordination)

Excellent verbal and written communication skills (multilingual capabilities a plus for global coordination).
Proven track record in improving HR/administrative workflows and ensuring regulatory compliance.

Strong interpersonal, negotiation, conflict-resolution, and customer service skills.

Exceptional organizational, multitasking, time management, and attention-to-detail abilities.

Analytical problem-solving mindset with integrity, professionalism, and strict confidentiality.

In-depth knowledge of HR best practices, employment/labor laws, payroll compliance, and immigration/visa processes (international experience preferred).

Proficiency in Microsoft Office Suite and HRIS/payroll platforms (e.g., Personio, Workday, BambooHR, HiBob); familiarity with office management tools.

Basic understanding of import/export regulations and purchasing/inventory processes.

Ability to handle sensitive information and work effectively across global time

Work Environment

The work environment characteristics outlined below are typical of those encountered while performing the essential duties of this position. Reasonable accommodations will be provided, as needed, to enable individuals with disabilities to perform these essential functions.

- This position combines remote work and in-office collaboration, depending on business needs and geographic location.
- Occasional travel may be required to support regional and overseas teams or participate in training sessions. May require weekend work on occasion and on short notice.
- The role involves frequent virtual collaboration across global time zones and requires strong communication and time management skills.
- Whenever Employee is working at or present on Lasertec U.S.A. premises or is conducting Company-related work at any location, Employee is prohibited from:
 - o using, possessing, buying, selling, manufacturing, or dispensing illegal drugs or drugrelated paraphernalia;
 - o possessing, consuming, dispensing, distributing, being impaired by, or being under the influence of any substance that is illegal in the jurisdiction where Employee is working;
 - o possessing, distributing, or reporting to work under the influence of or impaired by, marijuana; or
 - o using a lawfully prescribed medication other than as prescribed for Employee.

Due to the high volume of applicants, we regret to inform that only shortlisted candidates will be notified. Thank you for your understanding.

#LI-JACDE #countrygermany

Notice: By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

Privacy Policy Link: <https://www.jac-recruitment.de/privacy-policy>

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Company Description