

Senior Talent Acquisition & Employer Branding Specialist (m/f/d)

With over 50 years of experience and more than 200 employees, Paychex Europe Germany GmbH is one of the leading providers of payroll services in Germany. From our offices in Hamburg, Berlin, and Rostock, we serve more than 6,000 companies - reliably, digitally, and in full compliance with legal requirements.

As part of Paychex Europe - the European division of the U.S.-based HR and payroll provider Paychex, Inc. - we operate across Europe. This includes Paychex Europe Denmark (formerly Lessor Group), a leading provider of payroll and HR software in Northern Europe, as well as Emplify, our modern cloud solution for recruiting and talent management.

Together, we design modern payroll and HR solutions—flexible, scalable, and always tailored to our customers' needs.

Join our team and write your own success story at Paychex Europe. To strengthen our HR-team, we are seeking a full-time candidate to start as soon as possible in Hamburg or Copenhagen:

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As our Senior Talent Acquisition & Employer Branding Manager, you hold a dual-impact role designed to fuel our next stage of growth. Your mission is to build a high-performance internal hiring function while simultaneously acting as the "voice" of our company in the talent market across Denmark and Germany. You will work closely with the hiring managers and our HR-team to attract and engage top talents. You will take full ownership of the candidate journey - from the first touchpoint of an HR marketing campaign to the final offer stage of a new hire - ensuring we are recognized as a premier employer in the integrated SaaS and Payroll market in the countries we operate in.

Your responsibilities

- Full-Cycle Talent Acquisition: Own the recruitment process for a diverse range of roles, from Junior to Senior/Expert levels. You will manage the entire pipeline, ensuring a fast, professional, and empathetic candidate experience.
- Strategic Sourcing & Networking: Go beyond the "Post & Pray" method. You will utilize a mix of Direct Search (LinkedIn and beyond), community engagement, and referral programs to build a steady pipeline of high-quality talent.
- Operational excellence: You ensure a smooth and seamless candidate experience, in which candidates as well as internal stakeholders know at every time where they stand and what is going to happen next. Also, you will build and optimize our internal hiring standards and processes.
- Employer Branding & HR Marketing: You are the architect of our employer brand - by developing and executing creative activities you are the person defining how the world perceives us as an employer.
- Business Partnership: You build strong relationships with our hiring managers and act as a reliable advisor for them in relation to attracting top talents in the market. By developing a genuine interest and deep understanding of our SaaS and Payroll business, you translate complex business needs into clear, attractive job profiles.
- This role will also involve travel to support collaboration with teams across different locations, recruitment activities, attending career fairs, university partnerships and employer branding events.

Our humble expectations

- 5+ years of experience in Talent Acquisition, ideally within a fast-paced SaaS or Payroll environment.
- You are fluent in English and German. Proficiency in Danish is an advantage.
- You are a "power user" of modern sourcing tools and platforms in a European context, knowing how to find talent where they actually hang out and ensuring them with the best possible candidate experience.

- You have experience in HR Marketing or Employer Branding. You know how to create content that resonates and understands the "marketing funnel" as it applies to recruitment.
- You don't just work in HR; you want to understand how our payroll engine and SaaS platform work. This interest allows you to speak the same language as our developers, sales reps, and operations experts.
- Strong communication and interpersonal skills
- Ability to manage multiple recruitment processes simultaneously
- Good sourcing and skills
- Strong organizational skills and attention to details
- Collaborative mindset with the ability to work across teams

What we offer

At Paychex Europe, you can truly make a mark in our international, collaborative, and innovative workplace. We foster a supportive and social team culture, where we solve our challenges together, and diversity is embraced so everyone can be authentic at work.

We are always looking for different talents to broaden our horizon and step up our game, so if you can see yourself thriving and performing in this role, please let us know.

- The option to work from home and/or in the office
- An exciting and modern work environment at a quality-leading, dynamically growing, midsized company
- Regular feedback meetings
- 30 days of vacation
- December 24 and December 31 are days off
- Competitive compensation
- IT hardware package for working from home
- Fitness benefits
- Flat hierarchies and a casual, informal culture
- Dogs are welcome (in the German offices)

The position can either be located in the Copenhagen (Denmark) or Hamburg (Germany area). We expect you to be a regular face in the office but at same time guarantee flexibility and approx.50% home office work.

Approx. 10% of travel must be expected – for final interviews of key positions we want you to be there and meet the candidates in person.

For questions about the role, please do not hesitate to contact Alexandra Leib, aleib@paychex.de.

The start date is expected to be June 2026. Applications will be reviewed continuously, and we'll hire as soon as we find the right person.