

Strategic Partnerships Manager (HR Tech / Payroll)

[m/f/d]

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At Paychex Europe, we simplify payroll, HR and workforce management for businesses across Europe. We believe great results come from people who take ownership, share knowledge, challenge the status quo and treat colleagues and customers with honesty and respect. These behaviors shape our culture and reflect the values we live by:

Integrity, Respect, Partnership, Curiosity, Accountability and Service.

When you join our team, you can make a mark by helping us deliver solutions that make work easier for businesses and their employees.

Strategic Partnerships Manager (HR Tech / Payroll) [m/f/d]

We are seeking a highly commercial and results-oriented Strategic Partnerships Manager to drive business growth through the acquisition, development, and expansion of two key strategic partner segments:

•Payroll Service Providers (PSPs)

•Software Partners (SWPs)

This role combines business development, consultative sales, account management, and cross-functional commercial leadership. The successful candidate will be responsible for building a scalable partner ecosystem that generates sustainable revenue growth, strengthens market presence, and delivers mutual value for partners and customers.

The Strategic Partnerships Manager will own the end-to-end partner lifecycle, from prospecting and onboarding to growth and long-term relationship management while serving as the leader coordinating internal stakeholders across sales, marketing, legal, product, customer success, and operations.

What you will do

Define & Execute Partner Growth

Develop and execute growth strategies for Payroll Service Provider and Software Partner segments. Identify, qualify, and close new partnership opportunities that accelerate business growth. Build and Manage Commercial Pipeline. Monitor partner engagement and proactively remove barriers to growth

Drive Partner Acquisition & Revenue Growth

Deliver partner-sourced and partner-influenced revenue targets. Create joint business plans with strategic partners and track performance against agreed objectives. Lead consultative commercial conversations with partner executives and decision-makers. Manage opportunities from initial engagement through contract execution and launch

Develop Partner Relationships / Build Scalable Partner Ecosystems

Create and execute account growth plans for strategic partners. Design and implement scalable processes, frameworks, and best practices for partner acquisition, onboarding, enablement, and growth

Drive Cross-functional Collaboration

Contribute to the evolution of the partner strategy and operating model. Act as the primary owner of the end-to-end partner experience. Ensure partners are effectively onboarded, enabled, and equipped to successfully represent and sell the company's solutions. Work with internal teams to develop partner training, sales tools, enablement content, and go-to-market programs. Internal Alignment and Cross-Functional work across Sales, Marketing, Legal, Product, Customer Success, Operations

What will help you succeed

We encourage you to apply even if you don't tick every single box. The following

experience and skills will help you succeed in this role:

- Commercial Expertise
- Experience in software/SaaS platform selling to partners
- 6+ years proven success in business development, strategic partnerships, channel sales, or account management roles (experience building scalable partnership programs, processes, or commercial frameworks)
- Ability to identify priorities, make data-driven decisions & balance strategic thinking with hands-on execution
- Strong project management & organisational skills with the ability to balance multiple priorities
- Analytical mindset with the ability to translate partner and market insights into commercial opportunities and product feedback
- Exceptional stakeholder management and executive-level communication skills
- Ability to influence decision-makers both internally and externally
- Strong commercial acumen coupled with a hands-on, execution-focused mindset
- Strong project management and organizational skills
- Comfortable operating in a fast-paced, growth-oriented environment
- Collaborate team player who enjoys working across functions

Nice to have

- Experience within HR technology, payroll technology, HRIS vendors, Workforce Management, or SaaS platforms
- Knowledge of API-based integrations, platform ecosystems, and partner enablement models

What success means

- Success in this role will be measured through:
- Partner-sourced and partner-influenced revenue growth
- New partner acquisition
- Pipeline creation and conversion
- Growth of existing partner accounts
- Partner engagement and activation rates
- Successful onboarding and commercialization of new partners
- Partner satisfaction

What we offer

- Flexible working hours and a team culture built on trust
- Corporate benefits & employee discounts with a wide range of partners
- Company pension scheme to support your future
- Home office setup with an IT hardware package for your workspace
- Fitness benefits to support your health and wellbeing
- Flat hierarchies and a first-name culture, with plenty of autonomy and ownership
- The opportunity to shape Paychex's future and make a real impact
- A dog-friendly office

We value different perspectives and believe diverse teams make better decisions. If this role interests you and you can see yourself contributing to our team, we encourage you to apply!

For questions about the role, please do not hesitate to contact Lewis Fowler (lfowler@paychex.eu). Applications are reviewed continuously, and we look forward to meeting candidates who are excited about this opportunity.

Respect and partnership are at the heart of how we work together. We welcome applications from all qualified individuals, regardless of age, gender identity, ethnicity, sexual orientation, disability, religion or background. At Paychex Europe, we strive to create an inclusive environment where everyone can contribute and thrive. Our hiring

decisions are based on skills, experience and potential.

PAYCHEX EUROPE

Paychex Europe delivers Payroll, HR, and Workforce Management solutions that simplify processes, save time, and provide insights that help businesses support their people and drive success. Built on over 50 years of expertise, our solutions adapt to changing needs — helping businesses run more efficiently, today and tomorrow.