



To reinforce our HR team in Bicske near Budapest, we are seeking an

HR CONTROLLING AND TOTAL REWARD SPECIALIST

[all genders]



Vincotech

Headquartered in Unterhaching near Munich, Germany, we also own and operate a plant in Bicske, Hungary, and maintain sales offices around the world. Our global team of more than 700 people welcomes you to Vincotech, a Mitsubishi Electric Corporation company.

We ambitiously tackle the surging demand for efficient power conversion. Our innovative power modules bring our customers' best ideas to life and facilitate market-leading, energy-efficient applications. With speed and flexibility, we improve people's lives around the world and create a sustainable future. We attribute our international success to our **unstoppable team**.

Our amazing employees leverage each other's strengths and support one another unconditionally to succeed together. **Every individual is key to our exceptional performance**. Each is appreciated and empowered to make the most of their potential. We are motivated and rightly so, for our work is **impactful**.

Our promise to you is clear: **We bring our customers' best ideas to life**. Join us and **empower meaningful ideas**.

To make the best out of your work, we need you to:

- / Design and run HR controlling processes, including workforce cost analysis and productivity metrics
- / Measure, monitor, and continuously improve HR performance indicators across the organization
- / Prepare monthly, quarterly, and annual HR analytics reports for management
- / Support strategic HR and business initiatives with analysis-based insights
- / Design, implement, and continuously refine the company's compensation and benefits strategy in line with market practices and business goals
- / Maintain and further develop the salary structure, grading system, and job evaluation frameworks
- / Guide salary review cycles and merit increase frameworks

LET'S EMPOWER MEANINGFUL IDEAS!

You are a good fit, if you have:

- / Fluent English skills
- / Experience working in a cross-functional environment
- / Strong presentation and stakeholder management skills
- / A data-driven mindset and curiosity for analytical work
- / A bachelor's or master's degree in human resources, business administration, finance, economics, or a related field
- / At least 5 years of relevant experience in HR controlling, compensation & benefits, or finance/business controlling with HR exposure

Join us and succeed in a winning team:

- / Work at a company that is a key enabler of efficient and affordable energy use worldwide — one of the most important megatrends of our time and a necessity for future generations
- / Be part of a motivating company culture where flat hierarchies and quick decision-making are realities rather than aspirations
- / Enjoy long-term career prospects, an attractive salary, and excellent benefits

We welcome your application and look forward to discussing how Vincotech can become your next career choice.