

Compensation & Labor Relations Expert (m/f/div)

Your tasks

We're looking for a detail-oriented and analytical Compensation & Labor Relations Expert to join our HR team in Iași, Romania.

In this role, you will be responsible for managing compensation programs, administering employee benefits, and ensuring compliance with Romanian and EU labor regulations.

The ideal candidate will demonstrate strong organizational skills, a thorough understanding of labor relations, and the ability to handle employee matters with professionalism and discretion.

- Administers compensation and benefits programs, including salary structures, performance bonuses, and employee benefits packages in line with the moments that matter in an employee lifecycle
- Maintains accurate employee records and compensation documentation in compliance with Romanian labor law requirements
- Analyzes compensation data and conduct market research to ensure competitive and equitable pay practices
- Supports payroll processing and coordinate with payroll systems to ensure accurate and timely compensation delivery
- Handles employee grievances, working toward fair and compliant resolutions
- Develops and implements HR policies & procedures related to compensation and labor relations
- Ensures organizational compliance with Romanian employment law, collective bargaining agreements, and regulatory requirements
- Provides guidance to managers and employees on compensation policies, benefits eligibility, and labor relations matters
- Prepares reports and documentation for labor inspections, audits, and regulatory submissions
- Collaborates with leadership stakeholders across the region on strategic compensation initiatives and transformation efforts

Your profile

- Significant professional experience in compensation, benefits administration, or labor relations
- Comprehensive knowledge of Romanian and European Union labor laws and employment regulations
- Advanced proficiency in Microsoft Excel for data analysis and reporting
- Proficiency with HR systems. Preferred AI know-how
- Strong analytical and problem-solving skills with the ability to interpret complex compensation data
- Excellent written and verbal communication skills in English and Romanian
- Exceptional attention to detail and organizational abilities



Job ID
REF11520Y

Location
Iași

Leadership level
Leading Self

Legal Entity
**AUMOVIO TECHNOLOGIES
ROMANIA S.R.L.**

- Demonstrated experience in compensation structure design and benefits administration
- Experience in managing collective bargaining agreements or union relations
- Familiarity with HR compliance audits and regulatory inspections
- Experience working in multi-country or multinational HR environments
- Knowledge of Romanian employment contract law and termination procedures

Our offer

What we offer:

- Annual bonus;
- Meal tickets - With a value of 35 Ron;
- Flexible working time;
- Referral bonuses - We encourage colleagues to refer new candidates to us and, at the same time, to get the chance to receive a bonus;
- Private Health Insurance - Health is the most important, so we offer you private medical insurance which offers a wide range of medical services;
- Discounts at our partners - We collaborate with different vendors, and we receive discounts for various products/ services like rubbers, restaurants;
- System for Rewarding Improvement Ideas - We have an internal improvement program (Idea Management) that gives you the opportunity to come with ideas and to be honored with an attractive bonus (this is established by the CIM team according to your improvement idea);
- Happy days - If you or your child is getting married, or you become a parent, you receive some extra free days;
- Life events celebration - If your family is growing, we praise your newborn with a bonus;
- Unfortunate events - In case of unhappy events in your life, we support you by offering you free days and financial support (handled on a case-by-case basis);
- Expect to start your days of annual vacation days from a minimum of 22 days with extending the period proportional to the length of work within AUMOVIO;
- Sabbatical year - Take up to one year off and come back on the same position, according to our internal policies;
- Professional development - Many opportunities to develop yourself within the company;
- Diversity and multicultural mindset - We encourage you to join us no matter who, where, what you are. We have colleagues from different nations and a variety of languages are spoken in our company;
- In-house restaurant & coffee corner.

Ready to take your career to the next level? The future of mobility isn't just anyone's job. Make it yours! **Join AUMOVIO. Own What's Next.**

About us

Since its spin-off in September 2025 AUMOVIO continues the business of the former Continental group sector Automotive as an independent company.

The technology and electronics company offers a wide-ranging portfolio that makes mobility safe, exciting, connected, and autonomous. This includes sensor solutions, displays, braking and comfort systems as well as comprehensive expertise in software, architecture platforms, and assistance systems for software-defined vehicles.

In the fiscal year 2024 the business areas, which now belong to AUMOVIO, generated sales of 19.6 billion Euro. The company is headquartered in Frankfurt, Germany and has about 87.000 employees in more than 100 locations worldwide.