Global HR IT - Engineer HR Digital Platforms (m/f/d)

あなたの仕事内容

We are looking for an **Engineer HR Digital Platforms** to help shape the future of our global HR systems and digital employee services.

In this role, you will work across HR applications, integrations, digital services, data platforms and analytics capabilities to ensure reliable, scalable and business-oriented solutions. You will translate HR reporting needs into reliable data models, reusable data products and consistent KPI definitions. You will help enable efficient HR processes, meaningful workforce insights and a modern employee experience while supporting the ongoing transformation of our HR technology ecosystem.

Job Responsibilities

- Design, implement and maintain HR digital platform capabilities and related data architectures for HR reporting and workforce analytics.
- Build and enhance integrations between HR systems, enterprise platforms and reporting solutions.
- Develop and maintain data models, business services and reusable platform components that support HR operations and analytics.
- Translate business requirements into scalable and sustainable technical solutions.
- Ensure data quality, security, privacy and compliance requirements are embedded into platform design.
- Support workforce reporting and analytics by providing reliable and governed data foundations.
- Ensure data lineage, documentation, access control, privacy, retention and auditability.
- Drive platform improvements, automation opportunities and operational excellence.
- Troubleshoot and resolve platform, integration and data-related issues.
- Support technology transformation initiatives, cloud adoption and the retirement of legacy solutions.
- Collaborate with HR process owners, enterprise architects, security teams, vendors and implementation partners.

あなたのプロフィール

- Degree in Information Technology, Data Engineering, Computer Science, Business Informatics or a comparable qualification.
- At least five years of experience in data warehousing, business intelligence, analytics engineering or a comparable data-platform role.
- Strong hands-on experience with SAP Datasphere, SAP BW or SAP BW/4HANA.
- Advanced knowledge of dimensional modelling, semantic modelling, data transformation and historization.
- Experience with SQL, data integration, replication, reconciliation and

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performance optimisation.
- Good understanding of data governance, metadata, lineage, quality management and access control.
- Experience with SAP Analytics Cloud or comparable analytics and reporting solutions.
- Knowledge of SAP SuccessFactors, SAP HCM or other HR data structures is an advantage.
- Experience working with sensitive data and related privacy, security and audit requirements.
- Strong English communication skills and experience working in international, cross-functional teams.

Preferred Candidate Profile

You are a technology-oriented professional who combines strong engineering capabilities with an understanding of business processes, digital platforms and analytics. You enjoy connecting applications, data and business requirements to create integrated solutions that deliver measurable value.

You can independently structure complex requirements, challenge fragmented solutions and develop scalable platform capabilities that support both operational processes and strategic decision-making.

Experience within HR technology environments is advantageous, but we are equally interested in candidates with strong expertise in digital platforms, enterprise applications, integration technologies, analytics and business-focused technology transformation.

You are curious, pragmatic and continuously looking for opportunities to improve processes, enhance user experience and enable better business decisions through technology and data.

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What we offer:

Pay for Performance:

- Achievement Bonuses and Rewards;
- Recommendation Bonuses for new team members;
- Flexibility Program including flexible hours, mobile work and sabbaticals.

Wellbeing:

- Health & Wellness (Private Health Insurance, Life Insurance, Sport activities etc.);
- Different discounts (glasses, medical, shopping);
- In-house restaurant & coffee corners.

Life-Long Learning:

- Dedicated Programs and Conferences;
- Free Language Courses (English, German, French etc);

- Access to e-learning platforms;
- Career development opportunities (local and international);
- Internal development communities (Experts, Agile Community of Practice, Artificial Intelligence etc).

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.**

会社概要

In September 2025, AUMOVIO emerged as a spin-off from Continental's former Automotive group sector and has since established itself as an independent technology company. The company offers a broad portfolio for safe, exciting, connected and autonomous mobility, including sensor solutions, displays, brake and comfort systems as well as extensive expertise in software, architecture platforms and advanced driver assistance systems for software-defined vehicles. In fiscal year 2025, AUMOVIO generated sales of € 18.5 billion. Headquartered in Frankfurt am Main, AUMOVIO has around 82,000 employees at more than 80 locations worldwide.