



Hexagon's Infrastructure & Geospatial Business Area combines measurement, positioning, and mapping technologies to help geodata-dependent industries capture, measure, and visualise the physical world – turning data into actionable insights for better decisions and greater efficiency.

Do you enjoy solving complex HR technology challenges hands-on rather than just coordinating them?

As our Senior HR Systems Specialist, you will act as an internal HR technology expert for our global organization. You will work hands-on with SAP SuccessFactors and our wider HR systems landscape – configuring solutions, troubleshooting issues, understanding integrations and continuously improving how our systems work together.

This role is for someone who enjoys getting into the system, understanding how things work and finding practical solutions – not just managing the project around them.

Senior HR Systems Specialist – SAP SuccessFactors & HCM (f/m/d)

Europe 

This appeals to you

- Configure, maintain and continuously improve our global HR systems landscape, with a strong focus on SAP SuccessFactors.
- Translate HR and business requirements into practical technical solutions – from system configuration and business rules to permissions, data structures and integrations.
- Take ownership of HR application issues end-to-end, from straightforward user questions to complex configuration, data or integration problems.
- Analyze technical issues, identify root causes and implement or coordinate sustainable solutions.

This is you

- You bring strong hands-on experience with SAP SuccessFactors, ideally with deep knowledge of Employee Central.
- You have personally configured SuccessFactors and understand areas such as business rules, workflows, permissions, data structures and system setup – rather than having solely coordinated implementations through external partners.
- You have a strong understanding of HR systems and enjoy getting to the root cause of technical problems.
- Experience with SAP HCM and hands-on customizing is a strong advantage.

- Ensure data integrity through regular data checks, audits and systematic troubleshooting of inconsistencies.
- Understand how data flows across our HR technology landscape and assess how system changes impact interfaces and downstream applications.
- Work closely with HR stakeholders, IT, vendors and implementation partners while bringing the technical expertise to challenge proposed solutions and evaluate alternatives.
- Participate hands-on in system implementations, upgrades and integrations through configuration, testing, documentation and technical problem solving.
- Explore automation, scripting and low-code solutions to solve HR technology challenges where standard functionality does not fully meet our needs.
- Identify opportunities to simplify processes, improve system efficiency and enhance the user experience.
- Document technical configurations, solutions and procedures and contribute to building sustainable internal HR technology knowledge.
- Ensure appropriate data privacy, security and access controls across our HR systems.
- Stay curious: explore new HR technologies and independently build the knowledge needed to turn new tools into practical solutions.
- You understand how HR systems interact with other applications and can follow data flows, mappings and integrations across systems.
- You are technically curious and comfortable working with automation, scripting or low-code technologies such as Power Apps, VBA, Python or similar tools. You do not need to be a software developer, but you enjoy understanding how technology works and using it to solve problems.
- Experience with SAP development technologies such as ABAP or UI5 is an advantage, but not a requirement.
- You are comfortable combining hands-on application support with more complex system improvements and implementation activities.
- You take ownership. You proactively follow up, communicate clearly and reliably drive topics forward without requiring constant direction.
- You are analytical and detail-oriented while still being able to understand the bigger picture and dependencies across systems.
- You enjoy independently learning new technologies and sharing ideas and solutions with colleagues.
- You communicate openly and work effectively with HR, IT, vendors and other stakeholders in an international environment.
- You hold a degree in information technology, business information systems, business administration or have comparable qualifications and practical experience.

WHAT MAKES THIS ROLE DIFFERENT

You will combine the variety and technical challenge of consulting with the opportunity to build and improve one global HR technology landscape over the long term.

Rather than moving from one client project to the next, you will become a trusted internal expert: understanding our systems in depth, challenging solutions, developing alternatives and seeing the impact of your work from implementation through continuous improvement.

You will join a team that is shaping the future of our HR technology landscape, with the opportunity to contribute your expertise, take ownership and help determine how we work with SAP SuccessFactors and other HR technologies going forward.

About Us

At Hexagon, we are the global leader in measurement technologies. Our precision measurement, positioning, and autonomous solutions transform the world's most vital industries – providing the confidence that customers rely on to build, navigate, and innovate.

From microns to Mars, we drive productivity, quality, safety, and sustainability where it matters most. We help industries operate smarter, reduce risk, and reach new levels of efficiency.

Looking ahead, we are advancing our customers towards a future of true autonomy – enabling them to meet sustainability and demographic challenges with confidence.

With approximately 16,000 employees across 50 countries, Hexagon combines global scale, expertise, and innovation to make a lasting impact across some of the world's most vital industries.

Learn more at hexagon.com.

Contact

If you have any questions, please do not hesitate to contact [Joanna Ertug](#), Talent Acquisition Manager.

APPLY NOW

Hexagons Geschäftsbereich Infrastructure & Geospatial

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