

Interim Regional HR Business Partner (Central Europe)

We're looking for an Interim Regional HR Business Partner (Central Europe) to lead HR delivery and support our continued business and HR transformation.

This is a fixed-term contract running until July 2027. Any extension would be considered separately, based on business needs and mutual agreement.

At LINK, we power communication that keeps everyday life moving. From flight check-ins and delivery alerts to SMS authentication, WhatsApp support messages, and mobile coupons - chances are you've already interacted with our technology without even knowing it.

We help businesses engage and delight customers through scalable, end-to-end communication solutions.

This is an exciting moment to join LINK. The mobile communications industry is evolving fast, and we're expanding our award-winning CPaaS offerings to match the pace of innovation.

ABOUT THE ROLE

Central Europe has approx. 300 permanent employees across 10 countries. This role has overall HR responsibility for Germany, Austria, Poland, Bulgaria, Switzerland, Hungary, Romania, North Macedonia, the Netherlands and Italy, as well as selected Group functions.

You will work closely with the **COO Central Europe, the regional leadership team and the Group CHRO**, providing senior HR support across the region while ensuring strong execution of LINK's Group HR priorities.

You will coordinate closely with a team of **seven HR professionals** across the region and support Group-wide HR initiatives, including implementation of a new HRIS, job architecture, performance management and employee engagement.

The role focuses on coordination, implementation and regional input, rather than overall HR or project ownership. Group HR owns project design and delivery, while Local HR owns employee relations and compliance.

The role reports functionally to the **Group CHRO** and works in close partnership with the **COO Central Europe**.

KEY RESPONSIBILITIES

- Act as a trusted HR partner to the COO Central Europe, regional leadership team and senior managers
- Lead, support and develop the regional HR team
- Coordinate with Local HR on employee relations and compliance matters, ensuring regional alignment and appropriate escalation where needed
- Support professional, consistent and compliant HR delivery across the region in partnership with Local HR
- Translate Group HR priorities into clear regional implementation plans and support effective execution
- Support leadership and manager capability building across Central Europe through coordination and practical implementation
- Support collaboration and alignment across countries and functions, contributing to a strong One LINK culture
- Drive practical improvements to HR processes, tools and ways of working

- Contribute regional input to Group HR projects, including HRIS implementation, job architecture, performance management and employee engagement
- Provide strong regional input into Group HR development and ensure effective local implementation

REQUIRED EXPERIENCE AND SKILLS

- Strong experience as a Senior HR Business Partner, HR Manager, Regional HR Lead or similar
- Experience working in an international and matrixed organization
- Strong employee relations and employment-practice experience
- Experience advising senior leaders on organizational, performance and people matters
- Experience leading, managing or coaching HR professionals
- Strong stakeholder management skills and the ability to influence across organizational boundaries
- Good business understanding and a pragmatic, execution-oriented approach
- High integrity, sound judgment and clear communication skills
- Relevant higher education within HR, business administration or a related field
- Professional fluency in **English and Italian**

OPTIONAL SUPERPOWERS

- Experience working across several Central European markets
- HR transformation or HRIS implementation
- Leadership development and manager capability building
- Culture and organizational change
- Job architecture, performance management or employee engagement initiatives

SUCCESS IN THE ROLE

Success means that:

- Leaders across Central Europe receive strong, trusted and commercially relevant HR support
- The regional HR team operates effectively and collaboratively
- HR delivery is stable, professional and well coordinated across countries
- Group HR priorities are translated into strong regional execution
- HR processes become more consistent, scalable and effective
- Central Europe contributes actively to LINK's wider HR transformation and One LINK culture

WHY JOIN LINK

- A fast-moving, international environment with high autonomy and trust
- Real growth opportunities, mentorship, and learning support
- The chance to work on products used by millions across Europe

Want to know more about our company culture? Check out our EVP:

Employee Value Proposition

BASE SALARY

From €65,000 gross annual base salary. Compensation above this level may be available for candidates with significant relevant experience, advanced qualifications, and a demonstrated track record in comparable roles.

LOCATION

Arezzo, Bologna or Milan, Italy

Hybrid working model, with approximately two days per week in the office.

Frequent travel within the region should be expected.

HOW TO APPLY

Ready to join us? Apply below. We review applications on an ongoing basis and may close the recruitment process once we have identified the right candidate.

ABOUT LINK MOBILITY

LINK is publicly listed on the Oslo Stock Exchange. We continue to grow organically with strong recurring revenue as businesses shift toward mobile-first communication.

For more information, you can visit our website: CPaaS Enterprise Communications:

SMS, WhatsApp, RCS, Email

DIVERSITY AND INCLUSION

Every employee matters at LINK. We do not tolerate discrimination of any kind. Diversity fuels our innovation, equity shapes our decisions, and inclusion defines our culture. From leadership to daily interactions, we're committed to creating a fair, respectful, and empowering environment for all.