

# Payroll & Benefits Specialist (SAP HR/HCM)

Tanner Fanni

+36 20 229 6262

tanner.fanni@pannonjob.hu

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This role offers a long-term professional opportunity in a stable yet innovative international industrial environment, where structured operations, compliance, and quality are core values.

## Tasks

- Support the monthly payroll cycle and validate payroll results
- Identify and correct discrepancies prior to payroll approval
- Ensure compliance with local tax and social security regulations as well as internal policies
- Apply regulations related to local and international employees, as well as short-term business visitors
- Cooperate closely with mobility, assignment, and other internal expert teams
- Manage and review payroll-related administrative activities
- Handle employee inquiries and escalations through dedicated channels
- Maintain SAP HR/HCM systems, initiate and test system changes
- Support payroll-related benefits administration (cafeteria plans, bonuses, insurance, sign-on and relocation support)
- Manage topics related to time management and work schedules

## Expectations

- University degree in a relevant field
- At least 2–3 years of payroll experience

- Minimum 2 years of hands-on experience with SAP HR/HCM systems
- Solid knowledge of Hungarian payroll, tax, and social security regulations
- Fluent Hungarian and English, both written and spoken
- High level of accuracy and attention to detail
- Strong analytical mindset
- Confident Excel skills
- Strong communication and collaboration skills
- Customer-oriented approach

#### Preference

- German language skills
- Project-based or international work experience
- Experience with expatriate or assignee payroll

#### Co offer

- Competitive base salary
- Annual salary review based on performance evaluation
- Performance-based bonus scheme
- Cafeteria benefits with monthly payout
- Full-time, permanent employment
- Supported commuting (company transportation or travel cost reimbursement)
- Subsidized meal options

- High-quality healthcare services
- Private health insurance after the probation period
- Life and accident insurance
- Language training opportunities
- Modern, fully digitalized work environment
- Long-term, stable career opportunity in an international setting

#### Other

- Location: Debrecen

#### Data protection

#### [Adatvédelmi tájékoztató](#)