

HR IT Application and System Manager

Application deadline: 2026-06-10

Budapest

Magyar Telekom Nyrt.

Teljes munkaidő- határozatlan idejű

You are the ideal candidate, if you have:

- Bachelor's or Master's degree in Business Administration, HR, Information Systems, or a related field.
- Proven experience (5+ years) as Application Manager, System Owner, or HRIS Manager, preferably within global organizations.
- Demonstrated expertise in beqom or similar SaaS-based compensation-related systems
- Strong understanding of data privacy, information security, and data protection regulations (e.g., GDPR).
- Experience working across the lifecycle of digital products, from implementation to ongoing operation and improvement
- Excellent coordination and stakeholder management skills across functions and multiple geographies.
- Structured, detail-oriented mindset with a strong sense of ownership and accountability.
- Fluent in English.

Bonus points for:

- Experience with compensation, rewards, or other HR related processes in a global environment
- Exposure to transitioning systems from project phase into steady-state operations
- Experience working in product-oriented or agile delivery environments
- Understanding of HR data models
- Strong analytical mindset with the ability to interpret data and support decision-making
- Experience creating training materials and enabling

adoption across diverse user groups

- German language skills

Why join us:

- You will play a key role in introducing and shaping a high-impact HR solution with global relevance.
- You will work in a collaborative, international environment, partnering with business stakeholders and external vendors.
- You will have ownership and autonomy in a role with visible business impact.

Benefits and training opportunities:

- Flexible working hours with partial home office options.
- Comprehensive benefits package (laptop, mobile phone, cafeteria, insurance). Employee discount rates on Telekom services.
- Modern, multinational working environment with amenities like a sky bar and rooftop gym.
- Access to our Employee Assistance Program.
- Comprehensive Healthcare Package
- You will receive a minimum of 25 days of basic vacation per year (based on age)
- We offer 15 days of additional vacation if you become a father, with 100% pay
- You'll have access to thousands of professional and skills development materials from our extensive digital training palette
- We offer regular internal training sessions and workshops
- You can learn English and German, even with a native speaker
- You'll have access to Percipio and Coursera courses

This position is for you, if you are interested in the following tasks

- **Administration & Maintenance:**
 - Oversee day-to-day administration, including configuration, master data, user access, workflows, and system parameters
 - Ensure applications are maintained in a scalable and standardized way, aligned with internal governance practices
- **Global Coordination & Stakeholder Alignment:**
 - Collaborate with HR teams, IT, vendors and other stakeholders across regions to align on data structures, processes, reporting needs, and priorities
 - Act as a bridge between business needs and technical implementation, ensuring sustainable and user-friendly solutions
 - Support global rollouts and ensure consistent adoption across entities
- **Data Integrity & Security:**
 - Safeguard the confidentiality, accuracy, integrity and availability of sensitive compensation and benefits data
 - Ensure flawless system operation with zero tolerance for errors related to data security, data protection, or privacy breaches.
 - Maintain compliance with EU pay transparency regulations and global data protection standards (e.g., GDPR)
 - Establish and uphold high standards for data quality and governance
- **Continuous Improvement:**
 - Work closely with IT, HRIS, and external partners to optimize performance, enhance application capabilities and user experience
 - Identify and implement improvements aligned with business needs and broader HR technology strategy
 - Design and implement dashboards, reports, and automation solutions to support data-driven decision-making and operational efficiency
 - Contribute to the evolution of HR digital products beyond initial implementation
- **Testing & Updates:**
 - Coordinate and execute testing activities for application updates and new releases
 - Ensure smooth deployment with minimal disruption to business operations
 - Support change management activities to drive successful adoption
- **Training & Documentation:**
 - Develop and maintain clear documentation, guidelines, and training materials Enable local HR and compensation teams to effectively use the applications
 - Promote consistent and efficient ways of working across regions

When and where?

- You can join us whenever it suits you — we work in a flexible, hybrid setup with three days from home and two days at the Telekom Campus

If you have any other questions about this position...



Baktay-Magyar Kata
[LinkedIn](#)

Are you interested? Get involved!

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