



Do you want to use your passion and talent to make industry more sustainable with us?

Visplöre is a highly interactive software solution that boosts troubleshooting of industrial assets and processes by magnitudes, and lets users automate insights from data instantly. Our mission is turning engineers into champions of digital transformation by making deep data analytics accessible without programming. Visplöre customers worldwide have gained insights for reducing energy consumption, downtimes, waste, and hours of experts spent on data preparation and routine reporting.

You'll work in an inspiring startup atmosphere: 20+ talents from 10 nations, located in central Vienna, backed by multiple European VC investors, and a fast-growing base of top brands as customers. For professionalizing the next stage of growth, we are extending our team with a

Human Resources Specialist (m/f/x)

In this position, you will be responsible for leading recruitment efforts, managing end-to-end HR processes, and fostering a positive company culture. As our first dedicated HR hire, you will play a key role in building and scaling HR operations while ensuring an engaging and supportive work environment for our team.

Who you are

- You are a people-centric personality, who cares about employee engagement, experience and culture
- You are a strong communicator with excellent interpersonal skills
- You have been recruiting and collaborating with people who have an engineering-oriented background, such as computer scientists or process engineers
- You are familiar with the labor laws, employment policies and procedures in Austria
- You are comfortable wearing multiple HR hats, from recruiting and onboarding to compliance, performance management and employee satisfaction.
- You have a background in business administration or similar and at least 3 years of experience in a HR role, ideally in a start-up environment
- Your communication in written and spoken English is very good, German is a big plus, additional languages are also a plus
- You are an EU citizen or have a valid work permit in Austria and you are willing to relocate to Vienna

What you will do

- You manage and execute the full-cycle recruitment process, including setting up and managing hiring campaigns on various (online) channels, dealing with inbound applications, active talent sourcing and collaboration with possible external partners
- You set up and conduct job interviews with candidates
- You develop and execute onboarding programs that help new hires integrate smoothly and effectively into the company

- You serve as the go-to person for employee inquiries about contracts, labor laws, and practices, ensuring compliance & clarity
- You foster employee engagement and culture by coordinating company events and team building activities
- You support performance management by working closely with leadership and employees providing guidance and feedback
- You maintain accurate records and generate reports to support data-driven decision making
- You handle day-to-day HR operations, enquiries and tasks

Why you will love working at Visplore

- Varied activity with creative freedom to shape the HR process
- Cooperative startup atmosphere in an international team
- Uncomplicated and transparent decision-making processes
- Central working location in one of the most attractive districts of Vienna (7th district close to Mariahilfer Straße), well reachable by public transport
- Flexible working time
- Company events and team activities (lunch / cooking, regular office parties,..)

We offer a fixed annual gross salary of at least 55.000€ for a full-time position (38.5h), higher salaries are possible based on your qualification.

If preferred, part time of 30h per week would also be possible.

You are thrilled by the opportunities of the digital transformation as much as we are, and want to help our mission of making industries more sustainable through data analytics?

Then send your application now!

Contact

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