

# HYROX

## HUMAN RESOURCE GENERALIST | North America

HYROX - The World Series of Fitness Racing is a global sports event series, which was founded in Germany in 2017. In our current 24/25 season we have grown into a global movement spanning 5 continents.

### DESCRIPTION

As HR Generalist and People Enthusiast you will be part of the global HYROX People Team and play a crucial role in supporting our growing team in North America. You will be responsible for managing a wide range of HR functions across the whole Employee Lifecycle and fostering a positive and productive work environment. Reporting into the Senior Manager HYROX People based in our HQ in Germany you will support in implementing global policies and adapting them to local standards. This fast-paced hands-on role requires a strong understanding of HR best practices, and is suited to someone with an international mindset and excellent communication skills, who thrives on variety and autonomy.

### CORE RESPONSIBILITIES

- **Employee Lifecycle Management & Employee Relations:** Act as the primary point of contact for employees regarding HR-related matters, guiding them through the entire employee lifecycle and ensuring a great employee experience.
- **HR Administration:** Maintain accurate employee records, manage digital personnel files within our HR and Payroll systems, and ensure compliance with all applicable labor laws and regulations.
- **Payroll and Benefits:** Process bi-monthly payroll and administer employee benefits programs, in collaboration with local providers.
- **Recruiting:** Steer the recruitment process for hires in North America and guide and collaborate with Hiring Managers across our entities ensuring a great candidate experience and support in finding the best talent.
- **Onboarding and Offboarding:** Manage and optimize local on- and off boarding processes in collaboration with global shared service functions.
- **HR Policies and Procedures:** Contribute to the development and implementation of HR policies and procedures, ensuring alignment with company standards and legal requirements.
- **Other:** Support with running the Chicago office and act as point of contact for growing teams in the Southern American Markets.

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## QUALIFICATIONS & COMPETENCIES

- 3-5 years of experience as an HR Generalist preferably within the sports, events, or hospitality industries.
- Solid knowledge of U.S. labor laws and regulations, other countries outside the U.S. are a plus.
- Experience in working in international matrix structures.
- Digital native with good skills in Google Workspace and Excel
- Experience with ADP payroll software and other digital HR management tools.
- Excellent communication, interpersonal and organizational skills.
- A second language, preferably Spanish, is a plus.
- Self-starter with the ability to work independently
- Proactive, solution-oriented and flexible mindset with a strong work ethic
- You have a keen interest in sports and can identify with our products.

## Benefits & Compensation

- Based on your experience level the salary ranges from approx. \$70.000 to approx. \$80.000 p.a.
- Attractive Holiday & PTO plans
- Health insurance plan
- Retirement savings scheme
- Attractive office location in River North, Chicago IL.
- A vibrant work atmosphere in a supportive team, flat hierarchies, and short decision-making paths, along with autonomy and creative freedom in your daily work.
- The chance to grow, learn, and thrive with opportunities for development in a dynamic, expanding global fitness brand.

For consideration, you just need to upload your CV as a pdf and answer our questions on our application platform. Your contact person is Katja Schimborski (HYROX PEOPLE). We look forward to receiving your application!

**APPLY HERE**