

Senior Payroll Specialist

Payroll is more than getting it right every month – it's about building something better. As Senior Payroll Specialist at hummel, you'll own Danish payroll end-to-end, drive automation and help set up our payroll for our subsidiaries worldwide.

A Quick Look at the Role

Location: hummel headquarters, Balticagade 20, Aarhus C

Team: Group People & Culture

Working hours: Full-time

Application deadline: November 8, 2026

Join the Team!

As Senior Payroll Specialist, you'll become part of our People & Culture team – a team of six dedicated colleagues with diverse backgrounds in HR, communication, people operations and payroll. You will report to the Group People & Culture Manager.

We play on the team that has the most fun – and we always play offense! For us, it's all about taking initiative, supporting each other, and celebrating both the small and big wins.

More About the Role and Your Responsibilities

As a Senior Payroll Specialist, you'll be responsible for payroll operations for Denmark across retail, the hummel Distribution Center (warehouse collective agreement) and HQ, ensuring accurate, timely, and compliant payroll delivery supported by effective governance and controls:

- **Statutory reporting:** Ensure accurate, timely reconciliation and reporting to authorities (eIndkomst, the Danish Tax Agency, ATP, holiday pay, pension, etc.)
- **Complex payroll cases:** Handle terminations, parental leave, sickness, reimbursements and other non-standard cases
- **Finance partnership:** Work closely with Finance on payroll accounting, reconciliation, allocation and month-end closing
- **Pensions and benefits:** Administer pension schemes, insurance and employee benefits with People & Culture and external providers
- **Vendor management:** Manage local payroll providers and BPOs across countries, ensuring performance, compliance and continuous improvement
- **Group payroll strategy and governance:** Recommend the optimal payroll setup for subsidiaries (including insourcing or consolidation) and ensure a uniform control environment that links local compliance with group standards
- **Systems and automation:** Lead implementation of payroll systems and HRIS integrations, and drive standardization and automation of manual workflows
- **People operations:** Connect payroll with the full employee lifecycle and contribute to People Operations tasks such as hires, terminations, contracts, employee data and HR systems

How to Make the Team

We're looking for someone who is passionate about their field and a true team player. You take responsibility, thrive in collaboration, and are curious about how we can continuously improve – together.

To succeed in the role, we expect that you:

- Have 5+ years of experience leading end-to-end payroll operations, including governance, compliance and controls
- Have deep knowledge of Danish payroll legislation, tax regulations, labor law, social security and statutory reporting

- Are experienced in managing external payroll providers and ensuring strong vendor governance and service performance
- Work effectively with cross-functional stakeholders across HR, Finance, Tax, Benefits, HRIS, Audit and external partners
- Have hands-on experience driving payroll transformation, process optimization and standardization
- Are fluent in Danish and English, both written and spoken
- Are driven to challenge the status quo and turn ideas into lasting improvements through automation and smarter ways of working

Don't meet all the requirements? No worries – if you are passionate about payroll and compliance, enjoy a collaborative environment, and embrace a culture of continuous learning and development, we would still love to hear from you.

Welcome to hummel

At hummel, we're a community built on team spirit, passion, and the will to make a difference.

There's room for those who take initiative, bring ideas to life, and want to create value – for both the business and their teammates.

With us, you get:

Flexible working hours

A workplace with a strong brand DNA and proud cultural heritage

An active staff association, "hummelbien"

Space for both ambition and balance

Want to Join the Team?

Send your application and CV via the link below no later than **November 8, 2026**.

We conduct interviews on an ongoing basis and may close the posting early if the right player joins the game.

We look forward to hearing from you!

hummel – doing good while doing business

We always play to win – but we do it with heart. At hummel, we combine strong values with business ambition and work every day to create a workplace where people grow, relationships are strengthened, and ideas take flight.