

Netherlands Jobs Expertini®

Payroll Implementation Manager | Netherlands

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Company: Deel

Location: Netherlands

Category: computer-and-mathematical

Who we are and what we do

Deel is a global team that helps businesses hire anyone, anywhere, easily. Deel consists of more than three thousand self-driven individuals spanning over 100 countries. Our unified yet diverse culture keeps us continually learning and innovating the Deel platform and our products for customers.

Companies should be able to hire the best talent anywhere in the world, so we are building the best platform to make that a reality. Our market-leading technology, expertise, and global team are crucial to the success of Deel's platform. We deliver the best products and platform features in our space, enabling millions of jobs worldwide and connecting the global workforce with the best companies and opportunities.

Why should you be part of Deel's success story?

A 30-mile hiring radius should no longer dictate how companies hire because great talent lives everywhere. Deel sees a world without hiring borders and endless talent that pairs perfect candidates with great companies.

We offer global teams all the tools they need to hire, onboard, manage, pay, and scale at full speed. We aim to foster a diverse global economy by building a generational platform that seamlessly connects companies with talent worldwide.

After our successful Series D in 2021, we raised another \$50M last year, doubling our valuation to \$12B.

There's never been a more exciting time to join Deel — the market leader in international payroll and compliance.

We are looking for a **Global Payroll Implementation Manager** to lead the successful implementation of clients on our global payroll system. The ideal candidate will have a deep understanding of payroll processes, compliance, and international regulations, and be able to guide Deel's most important clients through the critical payroll onboarding process. You will collaborate with cross-functional teams to ensure that our payroll processes are efficient, compliant, and aligned with our business objectives.

Key Responsibilities:

Project Set-up – work with our onboarding team, clients to organise and run kick off meetings, and deliver our implementation. Create, maintain and manage project plans to deliver the successful roll-out of Global Payroll across numerous countries.

Client and Project Management – Support project review calls (internal and external), coordinating and delivering on the project streams. Refer and manage any changes to the scope of work and delivery schedule. The Implementation Project Manager will need to be able to work independantley and manage several projects at the same time.

Payroll Process Requirements– Define and set-up the agreed client payroll processes, establishing all of the payroll and data requirements. Ensure each client payroll calendar is managed timely and effectively.

Documentation - Maintain detailed project documentation, including project plans, status reports, and process documentation.

System set-up and parallel payroll process– define, agree and configure all interfaces, reports and systems configurations to successfully deliver the parallel and live payroll for month 1 and 2.

Go-live transition, Sign-off and documentation – Work with the client to sign-off the project and document all of the client specific needs and processes ensuring validation and confirmation on the project implementation. Responsible for generating reports to analyse, audit, and reconcile payroll data.

Reports-Mapping of GL reports if required

Communication – Act as the principle point of contact for all payroll project matters for the

client. The role is primarily autonomous as the Implementation Project Manager/Account Manager should set their priorities and manage the project appropriately. Regular status reporting to senior leadership is required, with the Implementation Implementation Manager taking ownership for appropriately escalating issues where necessary. Schedule and attend weekly client calls to report on project status, identifying any risks, actions, issues and dependencies

Project Management - Lead and manage the end-to-end implementation of a global payroll system, ensuring on-time and on-budget delivery.

Client Management - Gather key requirements from clients to facilitate the onboarding process, and guide them through the technical payroll aspects of onboarding in a professional, clear manner.

Requirements Gathering - Collaborate with HR, Finance, and other stakeholders to gather payroll requirements, both for global and local needs.

Compliance - Ensure that all payroll processes adhere to local and international tax and labor laws, keeping up-to-date with any changes.

Data Migration - Oversee the migration of payroll data from legacy systems to the new global payroll system, ensuring data accuracy and security.

Testing - Develop and execute a comprehensive testing plan to identify and resolve system issues, ensuring a smooth transition to the new payroll system.

Change Management- Implement change management strategies to ensure a seamless transition for employees and HR teams.

Qualifications:

Bachelor's degree in Human Resources, Business Administration, or a related field (Master's degree is a plus).

Proven experience (2 years) in global payroll implementation, and (4 years) experience in running Payroll

Strong knowledge of payroll processes and compliance in multiple countries.

Experience with various payroll systems and software.

Ability and interest in client-facing project management

Project management certification (e.g., PMP) is a plus.

Excellent communication and collaboration skills.

Strong analytical and problem-solving abilities.

Ability to work well under pressure and meet tight deadlines.

Total Rewards

Our workforce deserves fair and competitive pay that meets them where they are. With scalable benefits, rewards, and perks, our total rewards programs reflect our commitment to inclusivity and access for all.

At Deel, you'll enjoy:

Computer equipment applicable to your role

Stock grant opportunities

Additional perks and benefits based upon your employment status and country

The ability to choose where you work whether it be your home, the beach, or a WeWork

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