

Human Resources Specialist

[HR26BXR]

TWIPLA is a world-leading website intelligence platform with extensive functionality for the statistical collection and behavioral analysis of website visitors, all delivered to the highest data protection standards. The platform enables website operators, digital marketers, and demand specialists to clearly identify what works and what doesn't, helping them continuously improve their website(s).

Founded in 2016, **TWIPLA** has offices both in Munich, Germany, and Cluj-Napoca, Romania, with active users in more than 190 countries worldwide.

With privacy-by-design, **TWIPLA** has developed a unique, innovative, and proprietary solution that requires zero cookies for tracking data.

The platform fully complies with global data privacy regulations, including GDPR and CCPA, with no data shared with third parties.

More than 2.5 million websites have already installed **TWIPLA** to improve website performance, better understand visitor behavior, and create a consistently positive customer experience.

TWIPLA offers a free package that allows any user to explore the analytics platform without commitment, upgrading to a paid subscription only when needed. With a comprehensive suite of website statistics, behavioral analysis tools, and communication features, websites gain clearer insights and stronger decision-making.

With over 1.13 billion websites worldwide, an increasingly competitive digital landscape, and an ever-growing focus on data privacy, the website intelligence provided by **TWIPLA** will be in high demand for years to come.

We are looking for a motivated **HR Specialist** to join our team. In this role, you will collaborate with managers and employees to support recruitment, onboarding, and employee development. You will help ensure smooth HR processes, maintain employee records, and contribute to creating a positive and productive workplace environment.

Everything takes place in a very flat hierarchy – with everyone closely working together around our common goal of building the #1 analytics application on the planet.

Key Responsibilities:

- Talent Acquisition & Recruitment: Lead full-cycle recruitment efforts, from sourcing and interviewing to onboarding top talent across product, engineering, sales, and support.
- Employee Engagement & Retention: Develop programs to enhance employee engagement, recognition, and satisfaction.
- HR Operations: Manage HR processes including payroll, benefits administration, compliance, and performance management.
- Learning & Development: Identify skill gaps and implement training programs to upskill employees and promote career growth.
- Policy & Compliance: Ensure compliance with labor laws and company policies; update HR policies as needed to reflect company growth and culture.
- Culture & Employer Branding: Promote and maintain a strong company culture aligned with our core values, and help position the company as an employer of choice.
- Data-Driven HR: Use analytics to monitor HR metrics, identify trends, and make strategic recommendations to leadership.

Core skills:

- 5+ years of HR experience, preferably in tech or SaaS companies.
- Strong knowledge of HR policies, labor laws, and best practices.
- Experience with HR analytics tools.
- Excellent interpersonal, communication, and organizational skills.
- Proven ability to work in a fast-paced, data-driven environment.
- Bachelor's degree in Human Resources, Business Administration, or related field. Master's preferred.

Nice to Have:

- Strong problem-solving and decision-making capabilities.
- Passion for fostering inclusive and high-performance work cultures.
- Familiarity with analytics/product companies is a plus.

- Experience building HR functions in early-stage or rapidly scaling tech startups.

Things we can guarantee:

- Competitive salary and benefits package.
- Flexible working environment.
- Opportunities for career growth and learning.
- Dynamic and collaborative work culture.

How to apply?

Please send your CV to our email hr@twipla.com