



## HR Generalist (f/md)

100% Zürich

**Hexagon Robotics** is a division of Hexagon – a global leader in precision measurement. The division develops humanoid robots for industrial sectors to address labor shortages and accelerate the transition from automation to autonomy. Our first humanoid, AEON, was launched in June 2025 and is already in pilots with five customers.

We are looking for an **HR Generalist** to become the dedicated HR partner for our growing Robotics organization. You will combine hands-on responsibility for day-to-day HR topics with the opportunity to build scalable people processes for a fast-growing engineering environment. You are comfortable switching between solving an immediate employee question, advising managers on sensitive topics, and driving improvements across the employee lifecycle.

### Your Mission

- Act as the trusted HR partner for employees and managers across Hexagon Robotics, providing hands-on support across the full employee lifecycle.
- Own and coordinate day-to-day HR topics including role and title changes, promotions, compensation changes, transfers, organizational changes, onboarding, offboarding, and employee relations.

### Your Skillset

- Proven experience as an HR Generalist, People Operations Partner or similar role, ideally in a fast-growing technology, engineering or industrial environment.
- Strong hands-on experience across core HR operations, including employee lifecycle processes, employment contracts, payroll, benefits and employee relations.

- Advise managers and employees on employment contracts, benefits, training, career development, policies, and other people-related topics.
- Coordinate closely with payroll, benefits, mobility/immigration and other specialist teams to ensure issues are resolved accurately and efficiently.
- Bring strong operational ownership to HR processes, including maintaining employee data, documentation, HR systems and ensuring changes are implemented correctly and on time.
- Partner closely with managers on people decisions, bringing pragmatic HR advice and helping them navigate complex or sensitive situations.
- Help redesign and continuously improve key people processes as the organization grows.
- Build scalable and consistent HR practices that fit a fast-moving, highly technical engineering organization without creating unnecessary bureaucracy.
- Develop a strong understanding of the Robotics organization and its engineering culture, and act as a bridge between HR processes and the realities of technical teams.
- Continuously improve the employee experience by identifying gaps, simplifying processes and proactively addressing recurring HR needs.
- Solid understanding of Swiss employment practices and HR compliance, with the confidence to handle sensitive topics independently and know when to involve specialist support.
- Experience working with HRIS platforms, strong practical SAP knowledge is a significant advantage.  
Experience supporting and advising managers across a broad range of people topics, from everyday questions to complex employee situations.
- Track record of improving or implementing HR processes and programs, rather than only operating existing processes.
- Strong communication and interpersonal skills: you can build trust quickly, communicate clearly, listen actively and adapt your style to both technical and non-technical stakeholders.
- A pragmatic, hands-on mindset: you enjoy getting into the details, solving problems yourself and creating structure in an environment where not everything is already defined.
- Fluent in English and German.

## What You'll Get

- Flexible working hours and a hybrid model for real work-life balance
- Vacation: 25–30 days depending on age
- CHF 500 mobility credit for sustainable commuting
- Bonus system & strong pension contributions
- Tailored training & development opportunities
- Relocation support for a smooth start
- Discounts on health, mobility & entertainment
- Team events and a flat hierarchy where your voice counts

- A warm, international culture built on respect and collaboration

**Great robots need great people.**

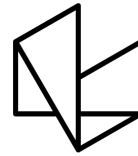
**Apply Now**

**Contact**

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**HEXAGON**

Hexagon Robotics

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