

HR Mobility Specialist, Sweden/Denmark

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Company: Deel

Location: Denmark

Category: healthcare-practitioners-and-technical

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.

Key Responsibilities

Conduct research and analysis of the immigration requirements and processes

Liaise with local providers to complete immigration assessments

Prepare and submit immigration applications to the local authorities

Advise on the right-to-work requirements

Assist with the preparation of country overviews and process flows

Work closely with the global mobility and immigration teams to identify new mobility needs, policy and process improvements

Managing the entire employment life-cycle

Be the regional immigration expert in laws and compliance with local mobility requirements

Responsible for building and updating the knowledge base

Deal directly with clients on escalations, complex matters, and high-priority cases in a timely, positive, and proactive manner

Liaise with government officials as needed as well as maintain a forward-looking solutions mindset and approach

Preparing and representing Deel in both external and internal audits and similar inquiries to provide information in a helpful and positive manner

Building strong relationships with Deel internal stakeholders, responsiveness, and engagement in all Deel's tools and systems, e.g Slack, Jira, Zendesk, etc

Welcoming feedback and considerations across multiple teams and negotiating win-win solutions in a thoughtful, respectful, and collaborative manner

Requirements

Over 5 years of experience as a Global Mobility Specialist, managing substantial caseloads or providing consulting services.

Over 2 years of client-facing experience, showcasing strong interpersonal skills.

Proficient understanding of regional immigration processes in two or more locations.

Ability to interpret, translate, and communicate complex immigration concepts, processes, and policies to various stakeholders.

Ability to identify priorities efficiently and find solutions under pressure.

Excellent verbal and written English communication skills - Fluency in another language is advantageous.

Technical skills and knowledge, demonstrating proficiency in relevant tools and systems.

A background in HR is considered a valuable asset.

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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