

AOP Health is the European pioneer for integrated therapies for rare diseases and in critical care. To enhance our team in Vienna we are looking for a:

Interim Senior HR Business Partner (HQ & International Markets)

1190 Vienna | Full-time employee | Start: 01.11.2026 |



This is a 12-14 month fixed-term role covering for parental leave.

You will partner with AOP Health leaders largely in our Commercial Organization and Finance to support strategic and operational HR business objectives and act as an internal advisor, providing advice and coaching across all elements of the employee lifecycle.

What Your Day To Day Will Look Like

- You actively partner with stakeholders to understand the current and future needs of the business and ensure the implementation of our global HR strategy
- You assist leaders with strategic planning and forecasting needs regarding people and organizational culture
- You collaborate with leaders to co-design their areas in terms of organizational development (e.g. planning of required positions and development of talents)
- Based on your business insights, you make recommendations about ways to enhance our workplace and the culture of AOP Health
- You are the first point of contact for managers and employees in your area: You provide guidance and support when it comes to implementing our HR policies and procedures
- You equip business leaders with appropriate tools and knowledge to effectively manage and develop their people and provide proactive guidance and counsel on people-related issues
- You oversee our employee life cycle, ensuring that our global standards are fulfilled (e.g. performance management, reward and recognition, talent management, employee development)
- You monitor the employee engagement in your area and develop as well as implement measures with the team to increase sustainably the employee satisfaction
- You meet our leaders at eye level and provide them with advice, sparring and coaching in people-related questions
- You partner with HR team members to deliver seamless HR processes and programs across the business, and you support the recruitment of key roles
- You accompany the AOP Health Headquarters and our foreign subsidiaries in organizational changes and

evaluate labor law issues, especially for (new) countries

Your Qualifications And Experience

- Completed (business administration) studies with a specialization in HR or comparable education
- 7+ years of professional experience with 2 years in a leadership role, ideally in a HR role
- Pharma/Life Science industry experience, preferably in support of commercial/country organisations
- Experience working in international companies with matrix organization preferred
- Experience in Change Management
- Solution-oriented work approach, as well as ability to think outside the box
- Enthusiastic team player with high level of adaptability and positive attitude towards change
- Excellent interpersonal skills, ability to collaborate and influence across the matrix organization
- Well organized, able to focus on several issues and prioritize effectively
- Experience in coaching, open for feedback and driving leadership
- Excellent verbal and written communication skills in English & German
- Comprehensive knowledge of Office 365
- Readiness to travel to the countries in your charge from time-to-time or as required

Our offer

- Open corporate culture with the opportunity to bring in your own ideas
- Great opportunities for personal and professional development
- Attractive work environment with excellent career opportunities and flat hierarchies
- Competitive salary package plus bonus and various benefits
- Due to legal requirements, we are obliged to disclose the collective agreement minimum salary, which is EUR 59.416,- gross per year, based on full-time employment. However, our actual remuneration packages are market-oriented and aligned with your qualifications and professional experience.

By submitting your application, you accept [AOP's Data & Privacy Policy](#).

Main Benefits



Bonus



Homeoffice



Employee mobile phone



Flexible working hours



Laptop



Initial and continuing education



Canteen



Good transport connection



Employee events



Meal allowance



Company doctor



Parking spot



Healthmeasures



Employee discount

Your Contact



Larisa Barkowski

Talent Acquisition Lead

Further information on our website:

aop-health.com