

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

HR Manager Italy

56123 Pisa | Full-time employee | Start: 07.05.2026 |










We are looking for HR Manager Italy who will serve as a key partner to the Country Manager and Global HR, driving effective employee management, ensuring compliance with local regulations, and aligning with AOP Health’s global HR strategy. In this role, you will play a crucial part in supporting business growth through people-focused initiatives and robust HR processes.

What Your Day To Day Will Look Like

- Act as the first point of contact for employees in all personnel-related matters
- Advise on employment-related topics (e.g. labor law, collective agreements, diversity & inclusion, pay transparency)
- Review, implement and supervise local HR policies, regulations and codes of conduct
- Manage employee relations programs and HR administration activities
Administer local payroll processes in cooperation with external providers
- Manage compensation and benefits programs at local level
- Support recruitment activities in alignment with Global TA team
- Support performance management and appraisal processes
- Drive salary planning and promotion processes in alignment with Global HR
- Support HR budgeting and forecasting processes in alignment with Global HR
- Draft employment contracts, references, and termination documents where required

Main Benefits

-  Bonus
-  Homeoffice
-  Employee mobile phone
-  Flexible working hours
-  Laptop
-  Initial and continuing education
-  Good transport connection
-  Employee events

Your Contact

- Maintain personnel files and ensure proper documentation
- Ensure full compliance with Italian labor law and AOP Health policies
- Work closely with local management and global HR teams

Your Qualifications And Experience

- Degree in business administration or comparable commercial training with HR specialization
- In-depth knowledge of Italian labor, tax, and social security law
- 5+ years of professional experience in human resources
- Experience with payroll processes and HR administration
- Strong organizational skills and structured working style
- Excellent communication and interpersonal skills with a hands-on mentality
- Strong sense of responsibility, decision-making ability, and service orientation
- Social and intercultural competencies
- Fluent Italian and English language skills

Our offer

- A position with personal responsibility and room for initiative
- Open corporate mindset with opportunities to contribute ideas
- Highly motivated, agile, and international team
- Opportunities for personal and professional development
- Attractive working environment with flat hierarchies
- Competitive compensation package and benefits

If you would like to work as a team player in an international environment and can identify with our values "Agile, Ambitious, Aligned, Accountable and Appreciative", then: Take this CHANCE and



Larisa Barkowski

Talent Acquisition Lead

Further information on our website:

aop-health.com