



JOB OFFER

HR PROJECT OFFICER

THE COMPANY

Nintendo European Research and Development (NERD) is a French subsidiary of Nintendo. We are a company of around 95 employees who share a passion for creating key software technology and cutting-edge solutions for Nintendo Switch™ and other Nintendo platforms. In close collaboration with counterparts in Japan and the USA, we contribute in fields such as emulation, signal processing, content generation, computer vision, machine learning, system development, optimization and security to create solutions deployed on over a hundred million homogeneous devices. Come discover an engaging and welcoming work environment in the heart of Paris and join our unique team in its mission to put smiles on people's faces!

POSITION RESPONSIBILITIES

NERD is continuing to strengthen its HR organization in a fast-growing environment. This is a great opportunity to support the HR Director in rolling out multiple projects in parallel (HR development, C&B, processes, grading policies, etc.). We are looking for a true co-pilot to help structure, prioritize, and deploy large-scale initiatives.

If you enjoy making sense of data, implementing HR processes while maintaining a strong human dimension, let's have a chat!

Your main responsibilities will include:

Management of strategic HR projects

- Define, plan, and oversee the execution of HR projects (roadmap, milestones, reporting, stakeholder coordination)
- Prioritize and organize HR initiatives (training plans, annual reviews, etc.)
- Act as the operational right hand of the HR Manager

HR Data & Reporting

- Consolidate, secure, and deliver HR data (dashboards, KPIs, benchmarks)
- Provide regular, relevant reporting

Structuring & improving HR processes

- Continuously improve HR processes: onboarding & offboarding, mobility, training, etc.
- Identify pain points, propose solutions, and harmonize practices
- Create operational materials, guides, and tools for managers

Comp & Ben / Grading

- Contribute to defining the C&B policy: benchmarking, salary reviews, job classification
- Implement and maintain a clear, fair, and scalable grading system
- Analyze compensation data to ensure internal equity and external competitiveness

International Mobility

- Support international mobility cases (welcoming international employees, secondments, transfers) in alignment with global HR issues
- Help formalize mobility policies and follow individual cases (immigration, taxation, housing, schooling, social protection, etc.)

HRIS – LUCCA

- Serve as the LUCCA functional point of contact for the HR Department
- Lead the deployment, configuration, and continuous improvement of LUCCA modules (Time & Activities, Performance, Compensation...)
- Ensure alignment between LUCCA modules and internal HR processes
- Identify opportunities for optimization or automation through LUCCA

CANDIDATE PROFILE

NERD is an equal opportunity employer. All characters are welcome, regardless of gender, ethnicity, religion, sexual orientation, ableness or age.

We would be delighted to move forward with your application if you recognize yourself in several of the following points:

- HR expertise, with a strong interest in HR project management.
- At least 5 years of experience in HR, including significant involvement in leading or coordinating projects, whether HR-related or not.
- A profile marked by autonomy, intellectual rigor, and the ability to take initiative independently.
- Someone thoughtful, capable of structuring without overcomplicating.
- A specialization in Compensation & Benefits would be a strong plus

We expect candidates to be proficient in English, both written and spoken. The majority of employees speak French, but we also welcome non-French speaking candidates to apply. French, English and Japanese lessons are provided in the office for those willing to learn.

ADDITIONAL INFORMATION

This full-time position is located in central Paris, France. The annual gross salary range is between 45k€ to 55k€ depending on the number of years of experience in a similar role.

CONTACT

If you believe you are the right person for this position, please send a resume and a cover letter to **apply@nerd.nintendo.com** with **HRPO2025** in the subject line.