Dr Eszter Kőpataki-Németh



WORK EXPERIENCE

Moholy-Nagy University of Art and Design Budapest
HR Director 2021–present

- Development, management, and continuous improvement of the university's HR strategy and operations, in accordance with the university's strategic guidelines; formulation of HR development proposals
- Full responsibility for HR budget planning, controlling, and execution, including institution-wide planning of human resources, payroll, and payroll-related expenditure
- Promotion and support of employee well-being through targeted initiatives, including the implementation of health insurance and EAP programs; establishing a grading system; developing differentiated onboarding, training and development programs
- Introduction and management of digital HR processes, including the launch of an HR help desk and implementation of the Nexon payroll and Nexon 4 systems
- Establishment of a data-driven approach to HR management

Eszterházy Károly Catholic University Eger
HR Director 2017–2021

- Establishment and management of HR services and operations for an organization of 1,000+ employees; transformation of a predominantly personnel administration-focused function into a professional, business-oriented HR service function, while ensuring compliance with employment law
- Development, management, and continuous improvement of HR, personnel administration, and payroll processes across the university's four campuses and its affiliated public education institution
- Development and standardization of processes in collaboration with academic units and other departments
- Coordination and management of organizational restructuring from an HR and employment-law perspective

United Nations High Commissioner for Refugees (UNHCR) Budapest
Snr. Performance Management Associate (G6) 2014–2017

- Active involvement in the operation of the performance appraisal system for a 10,000-employee organization, including an overall review of the system through addressing operational queries and making recommendations for improvement
- Participation in resolving disputes related to performance evaluations

United Nations Food and Agriculture Organization (FAO) Budapest
HR Assistant (G5) 2010–2014

- Coordination of recruitment and pre-screening processes at the Budapest SSC, followed by the preparation of employment and consultancy contracts for the FAO Headquarters in Rome, with particular focus on senior management units (DG's Office, Legal Office, etc.). This included the full employment administration and onboarding process.

EDUCATION

University of Pécs, Faculty of Law and Political Sciences Pécs
Master of Laws 2001–2006

University of Pécs, Faculty of Law and Political Sciences Pécs
Employment Law Specialist (Postgraduate Specialization) 2020

LABA Budapest
Organizational Development Specialist 2025

OTHER

- **Languages:** English (advanced), German (intermediate), Hungarian (native)
- **IT skills:** Nexon, SAP, Microsoft
- **Driver's license:** Category B