

# JA Solar – Scaling Across Europe with Seamless Payroll and Compliance

Expanding across Europe is exciting, but it comes with payroll headaches. JA Solar needed to expand across multiple countries without putting additional stress on its payroll and HR team. We spoke with Sophia, JA Solar's HR Manager, about how IRIS Global Workforce Management (formerly known as IRIS FMP) helped them expand and become a top solar provider in Europe.

## Challenge

JA Solar was growing fast, but its European expansion hit a roadblock in managing payroll compliance in multiple countries. Each new country meant new payroll and compliance challenges.

As JA Solar expanded rapidly across Europe, hiring in new countries became increasingly challenging. "When we wanted to hire employees outside of the country, we had to hire an

outsourcing company,” Sophia explains, “but that wasn’t our first choice because we only wanted to hire the employee, not an entire company.”

The team at JA Solar was focused on growth, not payroll headaches. Navigating complex compliance rules in each new country slowed them down, so they needed a partner who could provide quick payroll solutions as they scaled.

### **Solution**

IRIS Global Workforce Management handled payroll compliance so JA Solar could focus on growth.

“What satisfied me the most was if we had questions or problems, they always gave me a very quick response and resolved problems as soon as possible,” says Sophia. “I feel very safe working with IRIS because they always prioritize my case.”

As JA Solar grew, IRIS scaled with their demands. We kept payroll accurate and compliant for all of their European employees.

### **Result**

Before working with IRIS Global Workforce Management, JA Solar was limited to Germany and Spain. Now, they’ve expanded and added employees in the Netherlands, Poland, Italy, France, the UK, Austria, Switzerland, Croatia, the Czech Republic, and Lithuania. Looking forward, they’re already planning to expand further to Sweden and Belgium.

Currently, JA Solar has 100 employees in Europe, and with IRIS’s support, they plan to double that number in the next year. “Our goal is to provide clean energy to the world,” says Sophia. “What IRIS has done for our business has been very good.”

### **Streamline Your International Payroll and HR with IRIS Global Workforce Management**

IRIS Global Workforce Management delivers in-country payroll for 135 countries worldwide. No matter where you expand, we ensure your payroll stays compliant, so you don’t have to worry about the details. With scalable solutions, we make international payroll stress-free.

Expanding globally? Let IRIS handle your **global payroll** and **HR** so you don’t have to. **Contact us today.**

