



Personalreferent - Vergütungsmanagement (m/f/d)

Our Client is a global provider of financing solutions. They offer asset-backed lending and leasing, concentrating on assets that are critical to the core operations of customers. Their primary mission is to support the other business units by ensuring customers have the financing they need to buy and take delivery of their products.

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Your future tasks and responsibilities:

- Facilitate the international salary survey process
- Partner with the regional Total Rewards lead and global classification and structures team in the full salary survey cycle and serve as the primary focal in SRT creation and job evaluation activities.
- Implement compensation and benefit transactions either through company HR systems or manually – promotions, out of sequence, reclassifications, job code changes, country to country moves, etc. Ensure information is provided in a timely manner to payroll, HR Operations, and other key organizations.
- Respond to, resolve, and track employee inquiries, as directed and serve as the primary contact and subject matter expert to drive to resolution to problems and issues.
- Implement new Total Reward programs or changes to existing programs in partnership with other key stakeholders. Support required operational activities linked to the implementation of new programs or changes to existing programs.
- Support the roll out of annual salary review process and ongoing operational support during the cycle in conjunction with HR partners.
- Create adhoc reports to support compensation related analysis.
- Support HR Services teams across Europe with German legislation and language.



- Support local in country benefit plans.
- **Salary expectation: € 70.000,00 - € 80.000,00**

Your Profile:

- Several years of professional HR Knowledge and work experience in the field of Benefits
- Good communications skills
- Ability to manage diverse stakeholders
- Ability to manage project teams and delivery outcomes
- Sensitivity and ability to adapt to different cultures
- Ability to solve complex problems
- Innovative and global mindset
- Proficiency working with Microsoft office especially in Excel
- Experience and/or skills to be able to support multiple concurrent compensation related activities
- Flexibility to work under pressure to meet the project needs/deadlines
- Experience working with multiple stakeholders

Gerne stehen wir Ihnen unter Angabe der folgenden Referenznummer für Rückfragen zur Verfügung.

Referenz-Nummer: 405560A18749

