



SEARCH SOLUTIONS

I-Talent Gagnon & Partners are search and recruitment experts for Executives, Managers and Technical Specialists positions.

We are recruiting on behalf of our client, a major international group, an experienced and qualified:

Associate Director, Compensation, Benefits and HR Systems (M/F)

Mission

Manage existing individual and collective compensation and benefits programs, policies and practices across EMEA to ensure internal equity and external competitiveness. Elaborate and implement new or improved C&B programs and policies. Manage and improve HR Systems solutions. Manage these areas with a view to attract, retain and motivate a highly skilled workforce while ensuring compliance with governmental regulations.

Goals are achieved by providing the vision, direction, planning, project coordination, and management while concurrently facilitating efficient operations to meet current and future business needs within the EMEA Human Resources.

Key responsibilities

- Provide balanced operational and strategic leadership in Compensation and Benefits management for multiple countries in EMEA
- Manage, analyze, improve and develop compensation and incentive programs aligned with company philosophy and observant of market trends; make recommendations and provide guidance to Management
- Identify best-in-class solutions to support the effectiveness of existing compensation programs and proactively recommend new developments, revisions and improvements to Management to better support business needs.
- Provide quality advice and creative recommendations to Management on pay decisions, policy & guidelines interpretation as well as job evaluations.
- Manage job evaluation and job title revision of all positions in EMEA in collaboration with Senior Management and HR teams.
- Manage and improve merit compensation program within the budget allocated. Ensure performance evaluations are processed correctly and all pay increases are accurately applied in the HR Systems.

- Select and participate in salary and benefits surveys to ensure that compensation and benefits programs are competitive with the external market. Analyze results and develop specific recommendations to align with the Company's short and long term goals and improve its competitive position in labor market.
- Coordinate regular Benefit programs and related-costs review across EMEA, including pension plans performance, together with Company Management, brokers and providers.
- Keep the organization updated of European and local compensation laws and regulations to ensure company compliance.
- Provide HR reports and metrics to internal stakeholders (i.e. Finance, HR, HQ) and recommend improvement.
- Promote proactive HR Systems approaches to address business needs/problems, enhancing the understanding and acceptance of the HR systems capabilities by directing, researching and resolving related problems and recommending solutions or alternate methods to meet requirements.
- Liaise and assist the IT Department in the review, testing, and implementation of HR system upgrades or enhancements, including maintenance of system tables, to ensure that HR needs are addressed.
- Support the development, implementation and ensure appropriate communication of pan-European HR policies, Procedures and Processes including those related to talent management.
- Coordinate the HR activities enabling Santen to employ staff in newly created entities or affiliates, including selection of benefits and payroll providers and development of HR Systems.

Candidate profile

- Bachelor Degree in Human Resources or business related field. Master an asset.
- At least 5 years of progressive experience in compensation and benefits, minimum three years at management level.
- Demonstrated understanding of financial statements, budgets and planning tools.
- Experience of development of international compensation and benefits policies and systems including job grading systems.
- Effective interpersonal skills, able to work in controversial and emotionally charged situations.
- Able to effectively work with company executives and all level of management, conduct Board presentations.
- Work confidentially with sensitive information.
- Advanced computer skills, and experience with a wide variety of applications.
- Exercise sound judgment and independent decision-making.
- Organized and able to successfully balance competing tasks.
- Display a positive customer service attitude.
- Able to effectively direct and partner with external consultants and service providers.
- Competent in quantitative and qualitative analyses, able to successfully plan and implement multi-country company-wide programs.
- Demonstrated continued professional development activity.
- Strong oral presentation and writing skills.

Please apply on our website: recrutement@i-talent.com and attach a copy of your resume and a motivation letter. We thank you in advance for your interest in this opportunity.

Please note that only applications via this e-mail address will be considered for this position. If you don't receive a reply to your application within 2 weeks, please consider that your file has not been shortlisted.