

Compensation & Benefits Manager

Ihre Aufgaben

Strategy & Planning

- Steers HR Planning & Controlling
- Contributes to HR Reviews & Audits
- Manages organizational Changes
- Develops monthly/quarterly/annual reports about relevant statistics, results, KPI's to support decision making of HR Manager and Plant Manager

Compensation & Benefits

- Conducts analysis and propose the most reasonable salary offer proposal, which align with the Conti's pay philosophy, to attract the external talents
- Conducts Annual Salary Review.
- Conduct analysis frequently to ensures that the employee total remuneration is competitive and keep updating all the time.
- Defines a fair, equitable, and competitive total remuneration package that fits and is aligned to our company's strategy, business goals, and Corporate values.
- Keep reviewing and updating Compensation Policies and Programs as well as Market Benchmarking.
- Ensures that compensation practices are in compliance with current legislation (pay equity, human rights, etc.)
- Uses various methods and techniques to make strategy options for decisions on direct financial, indirect financial, and nonfinancial compensations.
- Review job analysis, job evaluations, and job classifications to align with the company principles
- Participates in salary and labor market surveys.
- Works with all areas which assist them to solve problems related to the employee remuneration matter.
- Conducts ongoing research into emerging trends, issues, and best practices related to own areas.

Talent & Performance Management

- Participates in Talent Management Conferences / Talent Review Meetings on Management Levels
- Consults Management on all Retention related matters

Others

- Manages, leads and develops the C&B Team.
- Leads HR Projects.
- Supports the organization regarding related HR IT Systems: HR Process Management.
- Actively supports retention management actions, such as compensation strategy.



Job ID
REF74365F

Arbeitsbereich
Personalwesen

Standort
**Tambon Mae Nam Koo, Amphur
Plauk Daeng**

Leadership Level
Leading People

Job Flexibilität
Onsite Job

Rechtliche Einheit
Continental Tyres Co., Ltd.

Ihr Profil

- Master's degree or Bachelor's degree in Human Management or related field.
- At least 5 years of experience managing various compensation programs.
- Has successfully managed challenging conditions: Has demonstrated tenacity / persistence.
- Proven working experience as a compensation and benefits specialist; prior experience in HR practices and compensation cycle management.
- Cross-functional Experience.
- Has gained insight into different departments / functions / BUs (through projects or assignments).
- Has successfully managed a project team as a project leader.
- Has worked with various cultures e.g. in international projects.
- Has demonstrated intercultural sensitivity and inclusive behavior in the past.
- Excellent analytical, problem solving, and time-management skills.
- Good English communication skill.

Unser Angebot

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Über uns

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