

Compensation & Benefits Manager

Descrição da função

Strategy & Planning

- Steers HR Planning & Controlling
- Contributes to HR Reviews & Audits
- Managers 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.



Identificação da vaga
REF74365F

Área funcional
Human Resources

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

Nível de liderança
Leading People

Modalidade de trabalho
Onsite Job

Pessoa jurídica
Continental Tyres Co., Ltd.

Requisitos

- 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.

O que oferecemos

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Quem somos

Continental develops pioneering technologies and services for sustainable and connected mobility of people and their goods. Founded in 1871, the technology company offers safe, efficient, intelligent and affordable solutions for vehicles, machines, traffic and transportation. In 2021, Continental generated sales of €33.8 billion and currently employs more than 190,000 people in 58 countries and markets. On October 8, 2021, the company celebrated its 150th anniversary. With its premium portfolio in the car, truck, bus, two-wheel and specialty tire segment, the Tires group sector stands for innovative solutions in tire technology. Intelligent products and services related to tires and the promotion of sustainability complete the product portfolio. For specialist dealers and fleet management, Tires offers digital tire monitoring and tire management systems, in addition to other services, with the aim of keeping fleets mobile and increasing their efficiency. With its tires, Continental makes a significant contribution to safe, efficient and environmentally friendly mobility.