

Hybrid/Full remote_Compensation and Benefits Manager EMEA - Iasi/Sibiu/Timisoara

Tus actividades

Check out your future responsibilities below:

- Main Compensation and Benefits contact for Eastern Europe covering Romania, Hungary, Serbia, Czech Republic, Slovakia.
- Ensure compliance with collective agreements, local law, and company policies related to compensation and benefits
- calculation and forecasting of elements of collective agreement in case of changes
- Define and align wage and salary increase
- Manage the annual compensation processes, including salary increases, bonuses, and other incentive programs
- Conduct regular market analysis and salary surveys to ensure our compensation packages remain competitive
- Collaborate with HR business partners and management to address compensation-related issues and provide expert advice
- Analyze compensation data and prepare reports for management, providing insights and recommendations
- Oversee the administration of employee benefits programs (without pension)
- Standardization, Digitalization and harmonization of Eastern European Compensation processes
- Stay up-to-date with trends in compensation and benefits, particularly within the automotive industry and the local markets
- Develop and implement communication plans to educate and train employees about their compensation and benefits packages



Job ID
REF76963J

Área de trabajo
Relaciones Humanas

Ubicación
Iasi

Nivel de liderazgo
Autoliderazgo

Flexibilidad laboral
Trabajo Híbrido

Unidad jurídica
Continental Automotive Technologies GmbH

Tu perfil

- Bachelor's degree in Human Resources, Business Administration, or a related field; Master's degree preferred
- Minimum of 5 years of experience in operative HR management and compensation
- In-depth knowledge of labor laws, collective agreements, and employment practices
- Excellent knowledge of HR information systems and advanced proficiency in Microsoft Office Suite, especially Excel
- Excellent communication and interpersonal skills, with the ability to interact effectively with all levels of the organization
- Fluency in English (both written and spoken)
- Demonstrated ability to handle confidential information with discretion and maintain a high level of professionalism
- Strong project management skills and ability to meet deadlines in a fast-paced environment

Lo que ofrecemos

Compensation & Benefits:

Work Time Flexibility

- Mobile work
- Sabbatical leave
- Flexible working hours
- Days off on account of the time balance

Financial benefits

- Annual Performance Bonus
- Achievement Bonus & Rewards
- Referral Bonus Program
- Relocation Bonus (when applicable)
- System for Rewarding Improvement Ideas
- Seniority Bonus
- Meal vouchers

Invest in your development

- Learn anywhere, anytime, by any device concept, covering online and offline trainings on job specific content
- In depth induction program
- Mentoring programs

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