

# Compensation Specialist (m/f/d) REF77347X

## Vos activités

The Compensation Specialist (m/f/divers) is responsible for designing, implementing, and managing compensation and benefits programs to ensure competitive and fair employee rewards. This role involves analyzing compensation data, administering benefits plans, ensuring compliance with legal requirements, and supporting overall employee satisfaction and retention strategies.

## Key Responsibilities:

- Support the design and implementation of competitive compensation structures, salary bands, and benefits programs
- Conduct job evaluations and market benchmarking to ensure equitable and competitive pay structures
- Ensure compliance with federal, state, and local compensation and benefits regulations
- Analyze compensation and benefits trends to provide recommendations for improvement
- Partner with HR and finance teams to budget for salary increases and benefits costs
- Develop and maintain compensation and benefits policies and procedures
- Support annual salary review and performance-based compensation programs
- Coordinate with benefits providers and manage vendor relationships
- Assist with employee communication regarding compensation and benefits offerings
- Prepare reports and presentations on compensation metrics and trends
- Roll-out new compensation schemes, if needed

## Votre profil

### Qualifications & Requirements:

- Bachelor's degree in Human Resources, Business Administration, Finance, or a related field
- Several years of experience in compensation and benefits or related HR functions in a global role
- Strong knowledge of compensation principles and compliance regulations
- Excellent analytical and problem-solving skills
- Strong communication and interpersonal skills
- Ability to work independently and collaboratively within a team
- Project experience would be an asset

Applications from severely handicapped people are welcome.



Référence  
**REF77347X**

Domaine fonctionnel  
**Human Resources**

Site  
**Frankfurt am Main**

Niveau de leadership  
**Leading Self**

Flexibilité du poste  
**Hybrid Job**

Nom du contact  
**Anamarija Stanojevic**

Unité légale  
**Continental Automotive  
Technologies GmbH**

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