Head of Benefits ContiTech - Executive - REF78017F

Jūsų užduotys

We are looking for a visionary and decisive Head of Benefit to join our international team in Germany. You will be responsible for the development and implementation of ContiTech's benefit strategy worldwide, contributing innovative ideas and best practices, and ensuring that the vision is continuously aligned with our business priorities. The position can be based in Hanover or Frankfurt am Main.

Tasks and responsibilities:

Global Benefits Governance

- Leading a worldwide benefit team
- Design, implementation and communication of the global benefit strategy and the associated processes
- Policy competence for benefits incl. pensions worldwide
- Support of pension reporting as part of the annual report
- Support of M&A projects
- Ensuring compliance with legal regulations and internal guidelines

Global management of all activities on pension models with focus on Germany and USA

- Analysis and optimization of existing pension programs
- Identification and assessment of pension-related risks and development of risk mitigation measures
- Management of pension models (including long-term accounts) with drafting and interpretation of works agreements, guidelines, etc.
- Responsibility for the internal administration of the company pension scheme and long-term accounts in Germany
- Support of internal & external audits
- Management and cooperation with external administration service providers
- Conducting training and information events for employees and HR

Reikalavimai

- Degree in financial mathematics, business administration, human resources management, law or comparable qualification
- Several years of professional experience in the field of pensions
- Sound knowledge of the relevant legal provisions, especially in German tax and social security law
- Leadership experience and strong communication skills
- Experience in managing international and cross-functional teams
- Analytical thinking and problem-solving skills
- High level of initiative and sense of responsibility

Applications from severely handicapped people are welcome.

Darbo ID
REF78017F

Darbo sritis
Žmogiškieji ištekliai

Vieta
Hannover

Lyderystės lygis
Leading People

Darbo laiko lankstumas
Hybrid Job

Kontaktinis asmuo
Kathrin Wichard

Juridinis asmuo
ContiTech Deutschland GmbH

Mes siūlome

- The well-being of our employees is important to us. That's why we offer exciting career prospects and support you in achieving a good work-life balance with additional benefits such as:

- Training opportunities
- Mobile and flexible working models
- Sabbaticals
- and much more…

  Sounds interesting for you? Click here to find out more.

  Diversity, Inclusion & Belonging are important to us and make our company strong and successful. We offer equal opportunities to everyone - regardless of age, gender, nationality, cultural background, disability, religion, ideology or sexual orientation.

Ready to drive with Continental? Take the first step and fill in the online application.

Apie mus

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 2023, Continental generated sales of €41.4 billion and currently employs around 200,000 people in 56 countries and markets.

Guided by the vision of being the customer's first choice for material-driven solutions, the ContiTech group sector focuses on development competence and material expertise for products and systems made of rubber, plastics, metal, and fabrics. These can also be equipped with electronic components in order to optimize them functionally for individual services. ContiTech's industrial growth areas are primarily in the areas of energy, agriculture, construction, and surfaces. In addition, ContiTech serves the automotive and transportation industries as well as rail transport.