

# Manager Compensation EMEA ContiTech (d/f/m)

## Tus actividades

Are you experienced in Compensation and eager to shape our compensation landscape in an international environment? We are looking for a dedicated Compensation Manager EMEA to join our HR team – someone with strong analytical skills, strategic mindset, and a passion for working across borders. With your expertise and an eye for market trends, you will help us to further develop our compensation strategy and make it fit for the future.

## Tasks and responsibilities:

- Main Compensation contact for Europe (excluding Germany)
- Ensure compliance with collective agreements, local law, and company policies related to compensation
- Perform calculations and forecasts of elements of collective agreement in case of changes
- Consult 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
- Promote the standardization, digitalization and harmonization of European Compensation processes
- Stay up-to-date with trends and practices in compensation, particularly in the local markets
- Support with job evaluations
- Prepare communication and training materials for HR as well as for employees

## Tu perfil

- Degree in business administration, human resources management, or comparable qualification with minimum 5 years of experience in operative HR management
- Knowledge of labor laws, collective agreements and employment practices would be desirable
- Knowledge of HR information systems would be desirable
- Advanced proficiency in Microsoft Excel & Powerpoint
- Analytical thinking skills
- Strong communication and interpersonal skills
- 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



Job ID  
**REF81896D**

Área de trabajo  
**Relaciones Humanas**

Ubicación  
**Szeged**

Nivel de liderazgo  
**Autoliderazgo**

Flexibilidad laboral  
**Trabajo Híbrido**

Unidad jurídica  
**ContiTech Rubber Industrial Kft.**

## Lo que ofrecemos

- 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.

## Acerca de nosotros

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.