

Head of Rewards, the Americas

Your tasks

HOW YOU WILL MAKE AN IMPACT

This role leads the Rewards Function in the Americas and is a key member of the Human Relations organization. Responsibilities include developing, designing, and implementing innovative Compensation and Benefit programs for the region and supporting local teams to develop and deliver best in class market specific offerings.

Additionally, this role is a key contributor in the development and rollout of Global Total Reward programs and provides direct advice and support to top level leaders in the Americas to align compensation strategies to help drive success in the marketplace. The position has 2 direct reports and will help lead the greater team of 8.

- Responsible for all US and Canada benefits and compensation. Shared responsibility with local management teams for MX, EC and BR benefits.
- Develop, design, and implement innovative Compensation and Benefits programs for the region
- Lead and support local teams to develop and deliver best in class market specific offerings
- Key contributor in the development and rollout of Global Total Reward programs and provides direct support to top level leaders in the Americas to align compensation strategies to help drive success in the marketplace
- Responsible for developing strategic, market competitive, multi-year recommendations that make up the company's Total Reward Strategy in the Americas
- Works in conjunction with regional governance council to develop and implement leave management strategies and policies.
- Leads M&A due diligence activities in the areas of compensation benefits
- Leads the US pension committee
- Contributes strongly to the development of global compensation programs (short term incentives, long term incentives, salary planning targets and processes)
- Directs the management of Continental's U.S. Health and Welfare and other optional insurances. This includes plan design, benchmarking, budget development, vendor selection and administration
- With local management teams in Canada, Mexico, Ecuador and Brazil, ensures highly professional plan design, benchmarking, budget development, vendor selection and administration of market customary and competitive benefits offerings
- Oversees the administration of all defined benefit and defined contribution pension and retirement savings plans in the Americas



Job ID
REF84560I

Field of work
Human Resources

Location
Fort Mill

Leadership level
Leading Leaders

Job flexibility
Hybrid Job

Legal Entity
Continental Tire the Americas, LLC

- Directs the development and management of Continental's sales incentive compensation programs across all markets in the America
- Directs the use of market intelligence to ensure competitive pay and benefit packages across all markets
- Ensures regulatory and fiduciary compliance (IRS, DOL, ERISA, ACA, COBRA, HIPAA, 409A, etc.) of all benefit and retirement plans across multiple jurisdictions.
- Evaluates, selects, and manages Third-Party compensation and benefits related providers.
- Provides functional oversight and support to global team members steering external service providers (examples: payroll services, fleet management, travel management)

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Your profile

WHAT YOU BRING TO THE ROLE

- Bachelor's degree
- 10+ years of progressive responsibility as a Compensation and Benefits Senior Leader with the Americas level (North and South America) scope
- Expert US and Canada total rewards experience including: Health and Welfare, Pension and 401k experience
- Previous leadership experience
- Proven data-driven decision making skills use of structured, data-driven analysis to evaluate and improve benefits utilization, cost efficiency, and employee satisfaction
- Previous International and highly matrixed organizational experience
- Effective cross-cultural communication and stakeholder alignment skills
- Strategic Program Design and Governance- ability to design and govern benefits programs that align with both global standards and local expectations
- Strong change management and optimization experience
- Regional Legal and Compliance expertise in the Benefits and Compensation arena- Applicable local law, tax regulations, and benefits compliance frameworks
- Internal qualified candidates will meet internal guidelines for this executive level role:
- Legal authorization to work in the U.S. is required. Continental is only able to offer visa support for internal individuals.
- Can offer a relocation package if needed

ADDITIONAL WAYS TO STAND OUT

- PHR, SPHR, CEBS, CCP, CBP Certifications
- 15+ years of progressive responsibility as a Compensation and Benefits Leader
- Leadership of compensation and benefits functions for US and additional countries in the Americas for a similarly situated international company

- Strong familiarity with compensation and benefits practices in MX and Brazil
- Mergers and acquisitions experience
- HR Operations and payroll functional experience

Our offer

THE PERKS

- Immediate Benefits
- Company Car
- Robust Total Rewards Package
- Paid Time Off
- Volunteer Time Off
- Tuition Assistance
- Employee Discounts, including tire discounts
- Competitive Bonus Programs
- Employee 401k Match
- Diverse & Inclusive Work Environment with 20+ Employee Resource groups.
- Hybrid Work
- Employee Assistance Program
- Future Growth Opportunities, including personal and professional
- And many more benefits that come with working for a global industry leader!

All your information will be kept confidential according to EEO guidelines.

EEO-Statement:

EEO / Disabled / Protected Veteran Employer. Continental offers equal employment opportunities to all qualified individuals, without regard to unlawful consideration to race, color, sex, sexual orientation, gender identity, age, religion, national origin, disability, veteran status, or any other status protected by applicable law. In addition, as a federal contractor, Continental complies with government regulations, including affirmative action responsibilities for qualified individuals with a disability and protected veterans, where they apply. To be considered, you must apply for a specific position for which Continental has a current posted job opening. Qualifying applications will be considered only for the specific opening(s) to which you apply. If you would like to be considered for additional or future job openings, we encourage you to reapply for other opportunities as they become available. Further, Continental provides reasonable accommodations to qualified individuals with a disability. If you need assistance in the application process, please reply to Careers@conti-na.com or contact US Recruiting at 248.393.5566. This telephone line and email address are reserved solely for job seekers with disabilities requesting accessibility assistance or an accommodation in the job application process. Please do not call about the status of your job application, if you do not require accessibility assistance or an accommodation. Messages left for other purposes, such as following up on an application or non-disability related technical issues, will not receive a call back.

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

About us

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 **2024**, Continental generated **preliminary** sales of **€39.7** billion and currently employs around **190,000** people in **55** countries and markets.

Tire solutions from the Tires group sector make mobility safer, smarter, and more sustainable. Its premium portfolio encompasses car, truck, bus, two-wheel, and specialty tires as well as smart solutions and services for fleets and tire retailers. Continental delivers top performance for more than 150 years and is one of the world's largest tire manufacturers. In fiscal 2023, the Tires group sector generated sales of 14 billion euros. Continental's tire sector employs more than 56,000 people worldwide and has 20 production and 16 development sites. Are you ready to shape the future with us?