

Compensation & Benefits Manager

Your tasks

Compensation and Benefits Manager researches employee motives, implements appealing rewards and tailored benefit programs aligned to employee needs. Utilize knowledge of labour legislation with organizational development and employee engagement to build a fair and attractive compensation and benefits structure that help the organization improve employee satisfaction and creates a productive workplace

Manages International Mobility, HR Controlling, Payroll and HR Administration services and systems that supports the HR Business Partners and business by executing their relevant roles and responsibilities.

Ensures risk control is in place for the wages and salary forecast, budget and payments.

Compile Annual Salary Range Tables versus Salary Benchmarking annually

Manage Labour Cost Budget, Accruals and Forecast for all consolidation unit numbers.

Prepares Director Emoluments for AFS's annually.

Responsible for compliance to relevant laws ie Employment Equity, Equal Pay for Equal value of work

Manage the Annual Adjustments and all incentive programs at all levels across consolidation units.

Report Bi-Annually to REMCO on Compensation KPI's and provide and industry update.

Act as the company appointed Representative and Trustee of the Board to the Conti Prov Fund, NTMIPF and the Medical Aid.

Manage the benefit administration processes including Long Term Illness, Death Investigations, Divorce Settlements and permanent Ill Health medical Boarding.

Manage all payroll processing and post payroll processes to ensure accurate and on-time payment of employees and all 3rd party vendors aligned to contracts.

Ensures 3rd party reconciliations are complete and payments are made by the 7th of the following month for the current month.

Ensure accurate timekeeping systems are in place to enable accurate hours reporting in FIRE.



Job ID
REF86822P

Location
Gqeberha

Leadership level
Leading People

Job flexibility
Hybrid Job

Legal Entity
Continental Tyre South Africa Ltd.

Ensure hardcopy data are collected, processed, disclosed, stored and destroyed as per the Data Protection Act, BCR and GDPR, in relation to HR POPIA representative role

Responsible for the moderation of the job evaluation process.

Global HR Data Responsible for South Africa

Develop and maintain policies and guidelines for areas of responsibility

Executes the HRBP Role for Process Engineering and Quality Management.

Your profile

University Degree in Human Resources or Finance/Accounting

5-8 years in Human Resources of which 5 years are in a leadership position

Project Management Experience

Our offer

Medimed Medical Aid - with 3 options to choose from with the Company subsidising 50% of the cost

Provident Fund - 2 options to choose from with the Company contributing an additional 10.5% towards it.

Eligible for Short Term Incentive

Tyre Purchase discount for up to 4 tyres a year

Long service awards payments from 5 years of loyal service

Study Assistance and Bursaries

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

About us

At Continental, each of us take personal ownership for creating an inclusive culture. Our behaviours and personal contribution drive a culture of connectedness and we encourage an environment in which our people share their perspectives courageously to drive operational excellence. With us, everyone has an equal opportunity to grow, develop and live into their professional potential. Come and work for us and let your ideas shape the future!