

Compensation & Benefits Manager

Descrição da função

Strategy & Planning

- Steers HR planning and controlling.
- Contributes to HR reviews and audits.
- Manages organizational changes.
- Develops periodical reports about relevant statistics, results, KPI's to support decision making of Head of HR and Plant Manager.

Compensation & Benefits

- Conducts analysis and propose the most reasonable salary offer proposal, which align with our company's pay philosophy, to attract the external talents.
- Conducts annual salary review.
- Conduct analysis frequently to ensure the employees' total remuneration being competitive and keep updating all the time.
- Defines a fair, equitable, and competitive total remuneration package that fits and is aligned to our company's strategy, business goals, and Corporate values.
- Keep reviewing and updating compensation policies and programs as well as market benchmarking.
- Ensures that compensation practices are in compliance with current legislation (pay equity, human rights, etc.)
- Uses various methods and techniques to make strategy options for decisions on direct and indirect financial and nonfinancial remunerations.
- Review job analysis, job evaluations, and job classifications to align with the company's principles.
- Participates in salary and labor market surveys.
- Works with all areas assisting them to solve problems related to the employees' remuneration matter.
- Conducts ongoing research into emerging trends, issues, and best practices related to own areas.

Management

- Manages, leads and develops the Compensations and Benefits, Administration and Employee Relations team members.
- Builds and maintains the positive and influencing relationship with management.
- Actively supports retention management actions, such as compensation strategy.

Requisitos

- Bachelor's or Master's degree in Human Resources Management or relevant fields.
- Gains at least 5 years of experience managing or leading teams with



Identificação da vaga
REF98503B

Área funcional
Human Resources

Local
**Tambon Mae Nam Koo, Amphur
Plauk Daeng**

Nível de liderança
Leading People

Modalidade de trabalho
Onsite Job

Pessoa jurídica
Continental Tyres Co., Ltd.

knowledge of various compensation programs.

- Manages challenging conditions and demonstrates tenacity and perseverance with proved track record of success.
- Gains experiences in HR internal or regional cross-functions or business units (through projects or assignments).
- Experiences in managing project teams as a project leader.
- Works in various cultures and diversities with successful demonstration of intercultural sensitivity and inclusive behavior.
- Has high ability to organize and handle multiple priorities in a fast-paced environment adapting with excellent analytical, problem solving, and time-management skills.
- Foresees or expects potential challenges or unexpected situation by proposing alternatives or solutions for impacted persons.

O que oferecemos

- Free lunch, uniform and company transportation
- Housing allowance
- Performance bonus
- Provident fund
- Flexible working program
- Family health care program
- Group insurance (medical, dental)
- Inclusive and diverse culture
- Good health and wellness program (e.g., sport clubs, fitness)

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Quem somos

Continental is a leading tire manufacturer and industry specialist.

Founded in 1871, the company generated sales of €19.7 billion in 2025 and currently employs around 78,000 people in 54 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 has been delivering top performance for more than 150 years and is one of the world's largest tire manufacturers. In fiscal 2025, the Tires group sector generated sales of 13.8 billion euros. Continental's tire division employs more than 55,000 people worldwide and has 19 production and 16 development sites.