



THIELMANN JOBS

THIELMANN – The Container Company is the world's leading provider of stainless steel container solutions. Our international team consists of more than 1000 people, spread across 7 countries and is growing steadily. We provide container solutions for every need and industry – from the high volume production of beverage kegs, to complex bespoke solutions for intermodal tank systems.

THIELMANN is on a strong growth path, we are adding great people to our teams and we are exploring new markets. This requires exciting changes and a further development of our HR Processes across the globe. To help us with this, we are looking for a

Global Compensation & Benefits Manager

JOB SUMMARY

The Global C&B Manager will lead and manage the development, implementation, and administration of compensation and benefits programs, policies, and procedures for the THIELMANN business unit, in close cooperation with the Group Holding.

This senior HR professional will manage common compensation functions, including job evaluation, salary structure development, survey participation, incentive plan design, and associated analysis.

Furthermore the Global C&B Manager will manage common benefits functions, including insurances and retirement benefits and ensure that compensation and benefits programs remain competitive.

RESPONSIBILITIES

This new and challenging role will include – but not be limited to – the following areas of work:

GRADING & COMPENSATION

- Manage the implementation of a global grading system for the entire organization.
- Define and implement the appropriate salary ranges and define the benchmarking methodology and tools.
- Support the set-up of global reward strategy.
- Take responsibility for the design and delivery of the bonus incentive schemes and processes and recognition arrangements in line with business targets.
- Provide relevant compensation benchmarks and stay up to date on market trends and best case practices.
- Together with the Head of HR, manage the people costs forecasting & salary budget.
- Manage and implement the annual pay review process accurately and effectively within budget constraints.

PAYROLL & HR ANALYTICS

- Review and improve payroll workflow globally and analyze option of outsourcing vs. in-house solutions.
- Check, audit and reconcile payroll of senior management team.
- Provide statistical analyzes to the business about HR KPIs, Salary Costs, Overhead-costs, headcount development, etc.

CONTRACT MANAGEMENT

- Manage all working contracts in cooperation with local HRBPs.
- Support international expansion by setting up new legal entities and/or define contract standards for each new location.
- Work closely with local entities, lawyers and agencies to make sure local laws and regulations are followed in existing and new markets.



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EXPERIENCE & QUALIFICATIONS

A great candidate for this role, would have most of the below topics covered:

8+ years of experience in the Compensation & Benefits field.

Bachelor/Master degree in either HR, a business subject, psychology or similar area.

Experience in setting up C&B processes in several countries, ideally in a global or regional role.

Experience working across several countries and cultures.

Experience of carrying out salary reviews and surveys.

Good working knowledge of legal and tax requirements in an international contexts.

Experience of job evaluation schemes.

Experience in working and/or managing HR Information Systems (e.g. Taleo, SAP, Workday, or similar) would be a plus

SKILLS & ABILITIES

And these characteristics will help the incumbent succeed in this environment:

Excellent relationship and project management skills.

Strong numerical and advanced analytical and Excel skills.

Excellent attention to detail.

Excellent communication skills – both oral and written.

Self-Starter and proactively looking for improvements.

Ability to work under pressure and prioritise own work as well as that of others.

High level IT skills using MS Office (Word, Power Point and Outlook).

Strong written and oral proficiency in English is required,.

German and Spanish proficiency desirable.

We offer you a job in a fast growing company, that dares to dream big. You will be involved in various projects of strategic long term relevance and interact with the senior management team on a regular base. You will get the chance to grow and develop your career – and most importantly – have FUN!

If this sounds like a job for you, please send your application to: nuno.monteiro@thielmann.com

We welcome applicants from all over the globe, as long as you can easily get a work permit that allows you to work in Spain.

Good luck with your application!