



About Aareon

Leading European provider of systems and consulting services for the property industry, we deliver solutions that help Social Housing Providers to transform their business processes, reduce costs and improve customer service.

Customers can rely on our extensive know-how, sophisticated applications and intensive support by specialists with many years of market experience.



Position

- ❖ CDI full time contract
- ❖ Home based, with travels in Europe



The missions

The Head of Total Reward will be responsible for leading the development and implementation of the company's total rewards strategy. This includes designing and managing all compensation and benefits programs, as well as developing and implementing systems and processes to ensure the effective delivery of those programs. The Head of Total Reward will also be responsible for conducting market analysis and benchmarking to ensure the company's total rewards programs are competitive, and for leading the annual salary and bonus review process.

Key Job Responsibilities:

- Develop and implement the company's total rewards strategy
- Design and manage all compensation and benefits program
- Conduct market analysis and benchmarking to ensure competitiveness of total rewards programs
- Lead the annual salary and bonus review process
- Manage the budget for total rewards programs
- Develop and implement systems and processes for the effective delivery of total rewards programs
- Collaborate with HR and other departments to ensure alignment of total rewards programs with business objectives
- Provide guidance and support to HR and business leaders on total rewards matters
- Stay current on industry trends and best practices in total rewards



Profil

- ✓ Bachelor's degree in HR or a related field
- ✓ Minimum of 8 years of experience in total rewards, with at least 3 years in a leadership role
- ✓ Strong analytical skills and ability to translate data into actionable insights
- ✓ Excellent communication and collaboration skills
- ✓ Ability to think strategically and implement effective solutions
- ✓ Strong project management skills and ability to manage multiple priorities effectively
- ✓ Certified Compensation Professional (CCP) or Certified Benefits Professional (CBP) designation

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