



GLOBAL COMPENSATION SPECIALIST

Running our global total compensation strategies and programs efficiently, ensures attraction, retention and engagement of our highly valued workforce and ultimately drives Red Bull's performance. To support our team we are looking for a Global Compensation Specialist who runs and improves compensation processes, leads compensation projects and communicates our compensation culture and philosophy globally to make our company unique and competitive.

AREAS THAT PLAY TO YOUR STRENGTHS:

GLOBAL COMPENSATION PROCESSES AND COMPENSATION STRUCTURE

- ✓ *In this exciting role, you'll own major compensation processes, identify opportunities to improve processes and systems and implement them globally. You'll manage the annual merit increase and bonus planning process (SAP/ECM) and run the senior management compensation approval process including salary assessments for senior management positions. Moreover, you'll monitor and approve promotion increases in line with the global guideline. You'll also define and maintain our globally implemented compensation structure (Global Jobs, levelling, banding).*

COMMUNICATE PHILOSOPHIES AND STRUCTURE

- ✓ *Key to success will be the communication of the philosophies and structure that our compensation programs are based upon. Therefore, influencing employee behaviour by pursuing an integrated approach to compensation plan design is crucial.*

VARIABLE PAY STRUCTURE

- ✓ *You'll transfer our global bonus philosophy into local country specific short term incentive systems and ensure globally harmonized sales incentive structure in line with global framework*

ACT AS COMPENSATION EXPERT

- ✓ *As Global Compensation Specialist, you'll act as expert and point of contact for HR and management globally in compensation matters. To support stakeholders in different countries, you'll perform compensation audits there and in headquarters you'll train HR Business Partners in global compensation processes and tools. Additionally, you'll manage relationships to survey providers and ensure most accurate global market data.*

WORK ON PROJECTS AND CHALLENGE STATUS QUO

- ✓ *You'll lead global compensation and benefits projects, the rollout of global frameworks and contribute to local projects as expert. Importantly, in this role you need to challenge current compensation paradigms and create innovative solutions that support the compensation culture and philosophy that make our company special.*

YOUR EXPERIENCE INCLUDES:

1. 3+ years of professional experience in C&B at global or regional level
2. Strong analytical skills and passion for figures
3. Pragmatic approach for problem solving
4. International project management skills
5. Knowledge in SAP/R3 HR and MS office applications
6. Good teamplayer



University degree in Economics with focus on Finance/HR or similar



**Excellent English skills;
Conversational German skills**

**If you have what it takes and will rise to the challenge, please apply online at
<http://win.gs/globalcomp2017>**