

## **Our client**

Our client employs 39,500 people in 27 countries and supplies 56,000 pharmacies and millions of patients worldwide. The company is not only the market leader in the pharmaceutical trade in Germany, but also the best integrated healthcare provider in Europe. Experience an important and equally diverse job with our client, in which you can proactively master challenges, implement ideas and drive change.

As Head of Compensation & Benefits you will report to the Director Corporate Human Resources. In your role you will be responsible for the continuous development, implementation and evaluation of future oriented compensation & benefit strategies and HR-controlling instruments. You implement Global Mobility guidelines that promote internationalization and provide an excellent contract support for Top Management level. Therefore, we are looking for an experienced professional who inspires and develops proactively its area of responsibility together with its team.

## **Head of Compensation & Benefits (m/f/d)**

### **Responsibilities**

- Implement and develop compensation systems (e.g. job evaluation, grading frameworks, pay ranges, etc.)
- Provide guidance for structuring new hire offers, promotions and other pay adjustments, as well as proposals especially for international transfers
- Implement group-wide HR-controlling as well as development of strategic personnel planning
- Improve Top Management compensation life cycle-processes (annual salary review and bonus payments) continuously
- Act as primary point of contact for HR Business Partners and Country HR-Directors esp. with regards to international Top Management agreements and Global Mobility activities

### **Requirements**

- University Degree (i.e. Diploma or Master) in the field of business administration or law
- At least several years of experience in Compensation & Benefits and Global Mobility
- Experience in developing pragmatic approaches and driving change with a balance between the big-picture approach and the detailed work required
- Strong analytical skills and result orientation, leadership experience
- Excellent written and spoken communication and presentation skills in English and German