

Compensation Manager

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Company: Greif

Location: Belgium

Category: computer-and-mathematical

Greif offers a great working environment and the opportunity to make an immediate impact at a company where your ideas are always welcome.

Job Requisition #:

026147 Compensation Manager (Open)

Job Description:

Greif is a leading supplier of industrial packaging products and services, growing from its beginnings in Cleveland, Ohio, to a global footprint across more than 35 countries and 200-plus locations.

OUR VISION:

Be the best performing customer service company in the world.

OUR PURPOSE:

We create packaging solutions for life's essentials.

ROLE OVERVIEW:

We are searching for a Compensation Manager to be responsible for the Total Rewards function for Greif's EMEA Operations. This position does not have direct reports and can be fully remote or hybrid in one of our offices, depending on your preferences.

In this exciting and impactful role, you will plan, develop, and implement new and revised

compensation programs, policies, and procedures to align with Greif's goals and practices, ensuring consistency with internal policies and government regulations.

Are you interested in a position that is visible and partners with stakeholders across different countries and departments? Do you enjoy working in a collaborative and customer-centric atmosphere? Then please apply to join our Greif family!

TYPICAL ACCOUNTABILITIES:

- Develop and design compensation programs that align with Greif's overall compensation strategy and business objectives. Update salary structures and oversee compliance with incentive plans.
- Evaluate positions within the organization and determine appropriate job classifications and job levels.
- Provide guidance to stakeholders on salary administration processes, including compensation review cycles, pay adjustments, promotions, and bonus or incentive programs. Ensure compliance with internal and external factors.
- Develop and communicate compensation policies, guidelines, and programs to colleagues, managers, and stakeholders.
- Collect, analyze, and interpret compensation data to generate reports and insights on compensation trends, cost analysis, and the effectiveness of compensation programs. Provide recommendations for improvements or adjustments based on data analysis.
- Partner with HR teams, senior leaders, and managers to provide compensation-related guidance, support, and consultation. Address inquiries, resolve compensation-related issues, and provide recommendations on individual compensation matters.
- Promote fairness and equity in compensation practices by addressing pay disparities, advocating for competitive pay, and ensuring equal pay for comparable work.
- Stay updated on relevant employment laws, regulations, and compliance requirements.

REQUIREMENTS:

- Bachelor's degree in a related field.
- Able to demonstrate significant compensation experience, ideally in a multi-national or global environment.
- Able to demonstrate an understanding of the applicable laws, regulations, and compliance

requirements within Europe and, ideally, the wider EMEA region.

- A deep understanding of compensation principles and practices, including job evaluation, market analysis, salary structures, and incentive programs.

Please submit your application in English via our recruitment system, which can be accessed on our website.

At Greif, your work has purpose, colleagues care about your well-being, and you have the opportunity to grow and thrive. Service and leadership are the core of everything we do. Our global presence provides us a platform to do good in the world.

#LI-Hybrid

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EEO Statement:

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