

Reward & Recognition Manager

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Company: Euroclear

Location: Belgium

Category: computer-and-mathematical

Reward and Recognition Manager

Division: People & Communications

Within People and Communications, we seek to support the business strategy and accelerate the business transformation by becoming the trusted partner for management to make and own the right people choices.

As centre of expertise, the reward & recognition team equips business management with important knowledge on international reward matters. We provide the vital insights and expertise in order to attract, recognise and retain the right people by, fair and competitive value propositions.

In that context we want to strengthen our team with the recruitment of a Reward and Recognition Manager. Come join us!

Role & Responsibilities

As Reward & Recognition Manager we expect you to support business management on reward topics : job evaluation, market competitiveness and trends, performance management, compensation review process, mobility framework, benefits, international employment, legislative evolutions, ..

You will support People & Communication management in further development and alignment of the remuneration policy in context of regulatory and strategy changes; remuneration governance, strategic change programs, ...

You will perform data-driven projects, advice, frameworks, ... requiring in-depth analysis,

scenario-building and assessments of business and market reality.

You will help to set-up group-wide and country reward programs end-to-end, from business requirements, design, implementation, social negotiations to, communication while interacting with all stakeholders.

You will act as the linking pin withstand outside people and communication, ensuring the implementation of all reward matters

Qualifications

As a Reward & Recognition Manager in global and corporate organization, you are an inspiring leader with strong stakeholder management skills (including regulators, business, union, .

10+ years of C&B experience in the financial services sector or banking industry.

Mastering the C&B methodologies, global processes, and programs, as well as familiarity with best practices in the Rewards domain

Demonstrating expertise in designing and implementing competitive C&B programs for diverse employee populations.

Possesses a proven track record to navigate C&B regulations and disclosures.

Required competencies:

Strong communication skills to articulate complex and sensitive concepts persuasively to senior executives (internal and external)

Ability to balance between strategic thinking and details orientation.

Ability to run global programs and processes, working in partnership with multiple collaborators.

Ability to balance between strategic thinking and hands-on implementation.

Strong written and verbal communication skills and strong analytical skills

Excellent Collaboration, influencing and interpersonal skills

Excellence in execution— the ability to resolve complex issues and complete multiple tasks

within agreed timelines.

Creativity and change adaptability—the ability to evolve, innovate and drive change among various stakeholders.

People management skills to lead and develop teams, fostering a collaborative and high-performance work environment

Excellent skills in dealing with ambiguity and uncertainty while maintaining a strategic and forward-thinking attitude

Strong analytical and problem-solving skills. data visualization.

Thrives in a dynamic and fast-paced environment with outstanding time management and organizational skills.

Why join us

Embark on your new adventure at Euroclear, and work at the heart of the global capital markets. We connect over 2,000 financial institutions across the globe. As an open and resilient infrastructure, we contribute to the stability of the financial markets. We help clients cut through complexity, lower costs, and mitigate risks of financial transactions. At Euroclear, we have the clear ambition to use our key role to facilitate and accelerate a balanced global financial system.

What We Offer:

Work closely with inspiring, encouraging and engaged colleagues from more than 80 different countries.

Practice your talents in an international environment.

Join a learning and development environment with an emphasis on knowledge sharing and training.

Competitive salary and benefits.

New ways of working

Find your own optimal balance within our hybrid working model, where you can connect at the office and also benefit from remote working.

Great Place to Work for All!

We are committed to crafting an inclusive culture that celebrates diversity, and strive to be a Great Place to Work for All. All qualified applicants will be considered for employment, regardless of any aspect that makes them outstanding (including race, religion, national origin, gender, sexual orientation, age, marital status, pregnancy, disability,..). If you need any accommodation due to disability or any other reason, you can let the recruiter know during your application process.

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