

## Compensation Manager Jobs in Dubai | Visa

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Company: Visa

Location: , Dubai, United Arab Emirates

Category: office-and-administrative-support

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#### Job Responsibilities:

Develop documentation and controls for all compensation and recognition processes and procedures for governance purposes

Ensure appropriate compensation data is available to support hiring, engagement and retention strategies

Work with employee communications team to develop materials for all compensation and recognition initiatives

Manage all market testing/benchmarking reviews and renewal processes

Implement training programs and communication materials to ensure consistent and effective understanding and application of compensation and recognition programs

Ensure compliance with all geographies' regulations relating to compensation

Contribute to the management of the Reward Framework (including Job Evaluation) and on-going evolution of all employee compensation

Work with the Head of Total Reward to Identify ways to continuously improve operational processes including but not limited to the activities listed above

#### Job Requirements:

Educated to degree level (in any specialism)

Knowledge of compensation program design and management across international markets  
CEMEA specific experience of market competitive practices a plus.  
Experience in analyzing market competitive practices in compensation.  
Highly accurate and strong attention to detail – confident working with complex data and comfortable reconciling information to ensure a high level of accuracy and data integrity.  
Strong Excel & Powerpoint skills.  
Strong written and verbal communication skills to create well-structured and quality documentation, presentations and communication materials.  
Experience with HR systems ideally Workday  
Experience of working in a Reward Function Centre of Excellence (CoE)  
Experience of change management projects with regard to reward and benefits  
Have an ability to build relationships to influence both internal and external stakeholders  
Strong organisational and prioritisation skills, including the ability to plan and schedule competing work deliverables

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