

United Arab Emirates Jobs Expertini®

GROUP MANAGER - TOTAL REWARDS United Arab Emirates Posted on 02/06/2024

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Company: DP World

Location: , , United Arab Emirates

Category: other-general

JOB PURPOSE:

Support the Group Director - Total Rewards in the execution of compensation and benefits programs for the Group that are market competitive and designed to drive and reward performance, supporting the business needs and strategy.

The job operates in a highly confidential environment and the job holder must be comfortable analyzing complex data from various sources at a senior specialist level of expertise and proficiency. Accuracy of output is critical in this role and the role will operate under time constraints and will be required to synthesize information in a timely manner. The job holder is a key member of the Group Total Rewards team who supports the day-to-day operations.

KEY ACCOUNTABILITIES:

Monitors competitive market trends in compensation and benefits and evaluates alternatives and costs implications for implementation in line with the Group's reward strategy.

Contributes to the review and implementation of the pay and allowances/benefits policy and processes, and any other special compensation and benefits plans.

Aids the salary planning and annual merit increase cycle for Corporate Head Office and the regions.

Conducts job evaluation of positions using the Korn Ferry Hay Group methodology.

Supports the global job architecture and catalogue for the Group in collaboration with the

Group Director – Total Rewards in each region. Provides necessary support to the regions/ business units.

Aids the Group Director with the Rewards lead in each region on various compensation and benefits programs in line with the Group's guidelines.

May prepare employee communications materials related to compensation and benefits for the Corporate Head Office in line with the Group's guidelines.

Supports the global roll-out of the compensation module for Oracle Fusion in collaboration with the Rewards lead in each region, Group IT and Oracle consultants.

OTHER

Act as an ambassador for DP World at all times when working; promoting and demonstrating positive behaviours in harmony with DP World's Principles, values and culture; ensuring the highest level of safety is applied in all activities; understanding and following DP World's Code of Conduct and Ethics policies

Perform other related duties as assigned

JOB CONTEXT:

Provides conceptual knowledge and breadth of experience and guidance to the regional HR community.

Collaborates with Group and other functions as required to ensure that the interrelationship within the organization is strong and mutually supportive.

Applicable if role has direct reports; responsible for the management and leadership of an engaged team, promoting collaboration and ensuring that each is developed and evaluated against goals and objectives which are aligned, specific, measurable, attainable yet challenging, realistic and time bound.

Act as an ambassador for DP World at all times when working; promoting and demonstrating positive behaviors in harmony with DP World's values and culture; ensuring the highest level of safety is applied in all activities; understanding and following DP World's Code of Conduct and Ethics policies

Perform other related duties as assigned

QUALIFICATIONS, SKILLS & EXPERIENCE:

In order to give credible support to the organisation and be successful in this role, the ideal candidate will have the following:

- § A minimum of 5 to 7 years of compensation and benefits experience at a similar level in a multinational company with exposure to international tax regulations.
 - § Bachelor's degree required, preferably with a Finance or Commerce background
 - § Certification in HR/Compensation preferred
 - § Excellent computer skills including advance use of MS Excel.
 - § Experience in job evaluation and grading (e.g. Hay Group, WTW, Mercer)
 - § Experience with ERPs (e.g. Oracle or SAP)
 - § Very strong analytical skills
 - § High attention to details and ability to multitask
 - § Ability to work under pressure and with general supervision
 - § Customer service oriented
 - § Effective business communication skills and fluency in written & spoken English
 - § Strong financial and business acumen
 - § Proven track record of personal credibility both technical expertise and high ethical practice.
 - § Communicates moderate concepts and persuades others to consider a different point of view
 - § Proven ability to work collaboratively, consultatively and inclusively with a range of people
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