

## **DIRECTOR OF COMPENSATION & BENEFITS**

### **THE COMPANY**

Our client is one of the largest food producers in the world with its parent the global leader in cultured dairy products and biscuits.

### **LOCATION & COMPENSATION**

This position will be located in Westchester County, NY and will report to the Vice President Human Resources & Legal Affairs. It will provide a competitive six-figure base salary complemented by targeted bonus.

### **POSITION DIMENSIONS**

This position will serve as the senior compensation & benefits executive and will serve as the primary architect in the design and development of strategic benefit and compensation programs. Develop, direct and recommend compensation and benefits programs that provide a competitive level of pay and benefits and are consistent with organizational philosophy and business needs and help to establish this client as a progressive employer.

Work with management to identify and plan for programs that meet short term and long-term business needs. Develop and ensure communication programs and tools that increase employee awareness, understanding and appreciation of compensation and benefit plans. Communicate these programs to the Management Committee and the HR team. Advise and guide the HRIS function to ensure that automated human resources information needs are addressed.

Manage HR and Payroll staff and office services function. Direct consultants in the compensation and benefits areas. Manage vendors providing health, life and disability insurance. Develop and support the HR function with the implementation of plans and programs such as Rewards, Training, Union Negotiations and various company-wide initiatives to ensure the most effective utilization of human resources.

The ideal candidate will possess a minimum of 12 years of graduated human resource management experience with principal focus on compensation and benefits. Prior experience in redesign and cost reduction initiatives is essential. Experience should have been gained primarily with consumer package goods corporations. Consulting experience is an added plus.

Contemporary knowledge and experience with various concepts of compensation and benefit plan design, development and administration is a key requirement. Experience directing compensation and benefit programs, option programs, and expatriate compensation is essential.

Continually keep abreast with the marketplace by researching, developing and introducing cost effective compensation and benefit program alternatives to support the needs of the business. Provide ongoing technical and consulting support to senior human resource staff members, particularly in the areas of compensation and rewards systems.

Ability to provide leadership to human resource generalist community. Technical skills and personal confidence in interacting with external consultants and corporate staff personally as appropriate. Capable of working independently but with maturity and seasoning to communicate appropriately so as to avoid surprises.

Ability to provide compensation and benefit guidance, direction and training at all levels of the organization to assure support for initiatives that support the business strategies. Lead training efforts regarding company philosophy vis a vis compensation and benefit change efforts.

Work with the Legal and Finance Departments to prepare financial or legal documents as necessary. Coordinate international compensation and benefit programs. Assist with human resources initiatives for all locations as directed or requested. to interface and negotiate with actuaries, attorneys, consultants and benefit providers on compensation and/or benefit arrangements.

Must be thoroughly versed in laws and regulations governing the administration of compensation/benefit plans. Ability to design and implement new compensation and benefit plans and explain them in simple terms. Must be thoroughly versed in the laws and regulations governing the administration of DC plans and 401(k) plans. Understanding of the design of indemnity medical and dental plans, HMO's, PPO's, EPO's and POS plans is necessary, along with knowledge of alternate funding techniques for medical and dental programs.

### **IDEAL CANDIDATE PROFILE**

Demonstrated ability to work within multiple multinational environments desirable. Able to work at both a strategic and detail level. Change agent and forward thinker. Broad business perspective. Ability to educate others. Ability to resolve complex issues, whether U.S. or international. Possess a "get it done" style. Able to work in a fast paced environment. Ability to present alternative ideas and rationales for same.

Undergraduate degree; MBA desired.