

## Head of Compensation and Benefits, India

- Broad strategic and country-wide opportunity
- Based in Mumbai, India

- Competitive Annual Cash Compensation + Performance Bonus + Benefits

**ERLMS Limited is a professional management consulting firm specialising in providing Organisational & Human Resource Management Consulting, IT System Development & Solution and Executive Search services to companies worldwide.**

**Our client, one of the world's leading and reputable technology and engineering companies, is seeking a Head of Compensation and Benefits to be responsible for all compensation and benefit activities across India.**

**Reporting to the Vice President - Human Resources, India and the Head of Compensation and Benefits, Asia-Pacific, your primary responsibilities include:**

- Lead the overall C&B function and strategies for the organisation across India and oversee the management and administration of C&B programmes for local employees and international assignees within India.
- Champion, develop and execute country C&B strategies, initiatives and systems to ensure overall competitiveness and alignment with country business objectives and regional/corporate directions and goals.
- Lead further development of the organisation's C&B frameworks; review, develop and implement consistent and effective C&B policies and systems across the country while adapting to local predominant market practices and/or statutory regulations.
- Develop appropriate communication strategies to support the roll-out of C&B policies and programmes.
- Act as the internal consultant - interface with regional C&B and HR teams and local senior management to provide advice on all C&B related matters. Develop and improve tactical reward offerings to provide long term competitive advantage in attracting and retaining high performing employees across the country and to overcome complex C&B operational issues.
- Act as the country driver and subject matter expert for the country C&B initiatives and programmes.
- Develop and deliver training to Managers and HR teams to equip them with the knowledge and skills in implementing, supporting and communicating C&B initiatives in the country.
- Stay abreast of the market trends, country legal and regulatory changes and competitors' practices, keep country Business Leaders and HR Teams up-to-date, identify areas of long-term development within the C&B environment, research issues and develop C&B solutions to meet country business needs, and build business cases to support recommendations of changes relating to policies and programmes.
- Work in conjunction with Regional C&B team to oversee and lead country annual C&B activities, cycles and processes such as implementation of C&B surveys, salary planning, incentive programmes and budget planning to ensure alignment across offices.
- Review current practices of C&B administration such as payroll and data management; recommend new processes and systems to ensure consistency and optimisation of country efficiency.
- Lead and manage C&B staff members in the country to ensure strategies and plans support local country business goals.
- Provide direction to HR Teams to ensure all policies are in alignment and in compliance with country and corporate policies, and country legislative regulations.
- Build strong local C&B team capability across the country.

### KEY SKILL AND ATTRIBUTE REQUIREMENTS

- Able to comprehend the dynamics of the business and its implications on reward programmes' design
- Demonstrate a sophisticated level of knowledge and skills in the design and delivery of C&B solutions with experience in deploying various practices and methodologies such as position analysis, position evaluation, performance management, salary planning, and incentive and retention programmes design
- Knowledge and real-life experience in using C&B tools and methodologies developed by reputable compensation consulting companies is an advantage
- Ability to see the big picture and to think long term perspectives
- Strong analytical and project management skills
- Comfortable at dealing with people of all levels and nationalities
- Strong interpersonal, presentation and persuasive skills that can influence senior management
- Good command of written and spoken English; additional Asian languages a plus
- Computer literate

### WORK EXPERIENCE AND QUALIFICATION

- Bachelor degree or above qualifications
- Professional training qualifications granted by internationally recognised Compensation Association or Organization (e.g. GRP); a definite advantage
- Experience in designing and implementing C&B policies and programmes and leading C&B initiatives across India highly preferred
- 10+ years of HR management experience with at least 5 years of in-depth C&B experience, preferably from within a multinational corporation
- Experience working with reputable consulting firms is a definite asset

**Senior Compensation and Benefits Professionals from within large multinational companies or international consulting firms are most encouraged to apply.**

**The Hiring Company would like to have someone on board as soon as possible. Interested candidates, please send in your application immediately.**

**To apply, please email your detailed resume to ERLMS Limited on [mhyong@erlms.com](mailto:mhyong@erlms.com). Please also indicate in the**

**resume your current and expected salary packages., a must**

**ERLMS Limited**

Management Consulting & Services

All information collected is solely for recruitment purpose and will be treated in the strictest confidence.