

Senior Director Total Rewards (w/m)

for our headquarters in Starnberg, Germany

With a planned turnover of around EUR 760 million in the current financial year, the Aenova Group is one of the leading companies in the global pharmaceutical and healthcare industry.

The group's portfolio of services covers the entire value chain for the development and production of all the main dosage forms and product groups in the field of medicines and dietary supplements. The Aenova Group's high standards of quality, innovative technologies and clear vision for the future have enabled it to become European market leader in the business-to-business field. The company, which has its headquarters near Munich, operates 27 sites in eleven countries throughout the world. More than 4400 employees contribute to the group's success.

Key responsibilities

- Development of a total reward strategy in conjunction with the Senior Vice President Global Human Resources
- Design, implement and establishment of salary bands and job levels for exempt employees
- Review, assess and drive the development and roll-out of short-term incentive programs for different client groups
- Review and design compensation, incentive and benefit programs to ensure group wide market positioning which supports the company's talent acquisition and retention strategy
- Evaluate critical roles and senior positions, advise leadership on career leveling questions, establish salary structures, provide guidance to managers on application of program guidelines and pay decisions, analyze pay practices, recommend adjustments and budget and propose recommended changes to programs and practices
- Oversee and drive the annual compensation cycle and advise leaders and the HR community for any off-cycle reviews and pay or benefit questions
- Develop, manage and administer expatriate assignment policies and individual assignments
- Evaluate, select, and manage third party vendors responsible for providing data or services used in the management and administration of compensation and benefit programs

Position requirements

- Masters degree in Business Administration, HR, Social Sciences or comparable field, with 10 years of relevant functional, multi-country work experience
- Solid functional experience in the compensation and benefit space and understanding of latest industry trends and best practices
- Excellent communication and interpersonal skills, ability to work in matrix structures and across functional and international boundaries
- Ability to translate business strategy into total rewards programs and stakeholder group incentives schemes

We offer a growth-oriented, dynamic and international environment, which offers challenging tasks across the sites as well as active participation opportunities. If these tasks in a future-proof corporate group attract you, then we would like to get in touch with you.

Interested?

Please submit your complete application documents stating your salary expectations, the period of notice and the **reference code STA-4023** preferably by email to recruiting@aenova-group.com. For any questions please contact the human resources department at +49 8151 9987113.

Aenova Group, Aenova Holding GmbH, Personalabteilung,
Berger Str. 8-10, 82319 Starnberg