

Our Client **SOS Children's Villages International** is looking for committed and experienced professionals for the position:

COMPENSATION & BENEFITS ADVISOR FOR THE REGION CEE/CIS/ME

Location: Skopje/ Macedonia, International Office CEE/CIS/ME

1 open vacancy for full-time employment

1 open vacancy for half-time employment

Tasks and Responsibilities

- Develops and leads overall roll out, implementation, maintenance and follow up of the compensation and benefits (incl. end of service benefit) system and the regional job architecture
- Acts as reference point for job evaluation, compensation and benefit approach, as well as strategic workforce topic in the region
- Supports countries in the region with implementation and maintenance of the compensation system; incl. job evaluation and benchmarking process
- Fosters exchange and knowledge sharing in the topic of compensation and benefits within the region
- Supports regional HROD Director in designing and implementation of salary structure and compensation processes on regional level

Requirements

- University degree in HR, law or related studies (Master)
- A minimum of 5 years relevant Human Resources experience in Compensation & Benefits management, including sound legal knowledge (contracts, payroll, termination benefits, etc.), preferably in an international and/or matrix environment
- Experience with job evaluation methodologies, benchmarking, salary structure design, compensation processes, experience in implementation of salary schemes
- Experience in project management
- Proficiency in English
- Proficiency in all Microsoft office applications
- Strong communication skills and intercultural competence
- Willingness to travel abroad, including Middle East

Following assets are an advantage:

- Work experience in virtual collaboration (MS teams, Zoom), intercultural team coordination, facilitation skills
- Knowledge of Russian or Arabic language

Offer

- Working for a meaningful cause
- A range of interesting tasks in a leading international NGO's multicultural working environment
- Opportunities for learning and development
- A committed and innovative team

If you are interested and motivated, please send your application in English to **jobs@esc.com.mk**. In the subject line please refer to **Compensation and Benefits Advisor**, and specify whether you are interested for **full-time employment or half-time employment**. More info on (02) 2700-425.