



Compensation & Benefits Specialist (f/m/d)

Düsseldorf - Full-time - 743999696234336

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Due to the continued growth of the company, we are now accepting applications for an experienced and motivated Compensation and Benefits Specialist to join the HR department. In this newly created role you will be responsible for the management of all compensation, benefits and rewards topics within Ubisoft's development studio network in Germany.

Your responsibilities will include but not be limited to:

- Annual salary review budget process in strong cooperation with the HR Director, Studio Management and HQ in Paris.
 - Proactively working on our benefits system together with providers, partners, systems, resources and implement new plans and programs that drive employee engagement and create a unique and strong employee value proposition.
 - Working with HR/Recruitment to communicate our EVP and Benefits both internally and externally
 - Research & Development of best practice models with the goal having a competitive C&B system
 - Coordination of the company pension scheme and new mobility initiative
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- University degree, ideally in HR or equivalent education as well as a proven track record in C&B roles
 - Ability to prioritize multiple projects and deliver in a fast-paced work environment
 - Ability to drive change, manage stakeholders in the process and work collaboratively with colleagues and across functions
 - Excellent communications skills both verbally and written, with all level of employees in an attentive, effective, friendly, courteous and service-oriented manner
 - Combining strategic thinking with proven hands-on mentality and pragmatic approach
 - Excellent team player, good organizational and interpersonal skills as well as strong analytical and problem-solving skills
 - Good understanding of market practice and research about compensation/ total rewards concepts, current developments and ability to apply theoretical framework into a pragmatic

environment

- Strong in using MS Office tools (esp. Excel and PowerPoint)
- Fluent in English and in German

Your Benefits

- Relocation Support: We offer financial support in form of a cash allowance and assistance with accommodation search and settle-in support via our relocation partner, for international candidates we offer visa assistance.
- 26 days paid vacation per year. Additionally, you will get half a day off on Christmas Eve and New Year's Eve and approximately 11 bank holidays in the NRW region.
- Flexible Working Hours: We have core working times between 10:00 AM – 04:00 PM and the distribution of the other hours is up to you.
- Company Pension Scheme. We offer an attractive scheme through salary sacrificing in which the employer also matches contributions
- Up to 350€ childcare support per child per month. In addition, we also offer 5 'care for ill children days' per child per year.
- Discounted Games. We regularly order Ubisoft Games for super cheap prices for our employees.
- Gym Subsidy. We contribute 50% (up to a maximum amount of 25€) towards the monthly cost of a gym membership of your choice.
- Lunch & Breakfast Service. Enjoy fresh discounted meals each day.
- Monthly Mobility Budget. 80€ per month that can be used on bicycle lease, parking spot rental or public transportation ticket.
- Our Ubisoft Blue Byte Academy offers multiple opportunities for you to discover your full potential and develop yourself in various areas.
- English and German classes for free. Main language in the studio is English.
- Free fresh Fruit, Coffee, Tea and Water. Enjoy fresh fruit and beverages in our office.

Information for Applicants

Applications must include your CV and a cover letter detailing your earliest starting date, relevant experience, motivation and salary expectations.

We are looking forward to hearing from you!