

## Senior Compensation Manager

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Company: TravelPerk

Location: United Kingdom

Category: other-general

### Role

We are looking for a Senior Compensation Manager to join our growing Total Reward team as part of the wider People team Reporting into the Senior Director of Total Reward you will work alongside two other Compensation Team members and will play a leading role in implementing and managing our compensation policies practices and programmes to ensure our compensation frameworks are competitive fair and consistent Sounds like you? Lets talk

What will you be doing?

Work closely with our HR Business Partners and internal stakeholders to continuously analyse our existing compensation policies and programmes to proactively ensure they enable the attraction and retention of the best talent in each of our locations US Spain UK Germany

Implement new programmes to further enhance our total reward offering in a collaborative manner with internal stakeholders

Accountable for the integrity of our employee equity programmes and platform whilst building greater employee engagement and understanding of these

Propose and deliver the best ways to enhance our current compensation market data to deliver robust insights across all roles

Leverage your expertise and network to provide best practice market insights to inform

**business decisionmaking including legislative considerations**

**Work with the team to embed a new companywide job levelling framework**

**Devise tools to enable our stakeholders to use our programmes and frameworks in more efficient and effective ways**

**Champion our programmes and mentor the team to achieve excellence**

**What will you need to succeed?**

**Demonstrable global compensation and equity experience preferably related to our hub locations in Spain the UK the US and GermanyWell versed with AON Radford market data and more recent alternative benchmarking toolsStrong comprehension of compensation trends market data salary surveys and job evaluation principlesAlways thinking in first principles; the why comes firstHighly proficient in Excel and able to easily and comprehensively translate large data sets into concise written reports and visual presentationsExcellent data analysis skillsAbility to be consultative and pragmatic in programme development and evaluationCuriosity creativity and logical thinkingThe desire to be deep in the detailsA peoplecentric approachStrong communication skillsFluent in English both written and verbal**

**Our Benefits**

**A competitive compensation package including equity in TravelPerk; Generous vacation days so you can rest and recharge; Health perks such as private healthcare or gym allowance depending on your location; Unforgettable TravelPerk events; A mental health support tool for your wellbeing; Exponential growth amp; personal development opportunities; VolunteerPerk 16 paid hours per year to volunteer for a cause of your choice; Work from anywhere in the world allowance of 20 working days per year; IRLnbsp;English or Spanish Lessons are held in the Barcelona office**

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