

Senior Global Benefits Partner

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Company: Cision

Location: United Kingdom

Category: business-and-financial-operations

Cision employs the brightest, most passionate people in the tech industry. We'd love for you to join our growing team! We invest in our people through training and professional development while supporting you along the way—all so you can meet your career goals.

To us, the most important measure of our success is yours.

The Senior Global Benefits Partner plays a critical role in attracting, retaining, and engaging top talent by designing, implementing, and administering competitive and effective total rewards programs.

Working closely with senior leadership and cross-functional teams, you will be a strategic advisor and trusted partner, ensuring alignment between organizational goals and employee needs. You will be a data-driven problem solver with a passion for creating a positive and rewarding employee experience.

What you'll do

Strategic Direction and Analysis:

Partner with the head of global benefits to develop and implement benefit strategies that align with the company's business objectives and talent needs

Conduct data analysis and market research of benefit program design and identify market trends

Develop and execute communication plans to effectively explain global benefit programs to employees.

Global Benefits Management and Administration:

Oversee the design, implementation, and administration of global benefits programs and wellness initiatives.

Manage vendor relationships and ensure compliance with relevant laws and regulations.

Process Optimization:

Streamline global processes related to benefit administration, absence management, global time off, and well-being programs, enhancing efficiency and effectiveness.

Collaboration with Stakeholders:

Partner with local Managers, People Partners, People Operations, Payroll, and Finance teams to effectively administer global benefit programs, ensuring seamless integration across departments.

Employee Advocacy and Relationship Building:

Act as a trusted advisor and resource for employees on all aspects of global benefits and well-being

Address employee concerns and questions regarding global benefits, and other reward programs.

Foster positive relationships with stakeholders across the organization to build understanding and support for global benefit and well-being initiatives.

What you have

Bachelor's degree in human resources, Business Administration, or related field.

Minimum of 5+ years of progressive experience in managing global benefits programs, demonstrating a strong understanding of international benefits administration.

Knowledge of global benefits practices, including pensions, health/risk insurances, leave policies, and total well-being programs.

Prior experience with UKG, Workday, Third Party Administrative Platforms is a plus.

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