

Senior Manager, International Payroll

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Company: Confluent, Inc

Location: United Kingdom

Category: other-general

Description

Position at Confluent Europe Ltd.

With Confluent, organisations can harness the full power of continuously flowing data to innovate and win in the modern digital world. We have a purpose that drives us to do better every day – we're creating an entirely new category within data infrastructure - data streaming. This technology will allow every organisation to create experiences and use the power of data in ways that profoundly impact the way we all live. This impact is our purpose and drives us to do better every day.

One Confluent. One team. One Data Streaming Platform.

Data Connects Us.

About the Role:

The Senior Manager, International Payroll will be a key member of Confluent's global payroll team and will have a direct impact on the international payroll operations. This role will be responsible for developing, mentoring, and managing the APAC and EMEA payroll teams.

Reporting directly to the Director of Global Payroll, you will have a deep knowledge of international payroll, tax, and compliance and keep up with ongoing changes and trends in Payroll globally. You will be responsible for vendor management, stakeholder relations, and employee engagement. This role will be the subject matter expert for International Payroll.

You will be the point of contact for special projects and internal and external audits.

The ideal candidate is a strong people leader, a self-starter, a problem solver, and is comfortable challenging the status quo in order to improve and scale the function. This

individual should be experienced in overseeing the end-to-end payroll process, driving process optimization/automation, managing external audits, SOX compliance, and mentoring/developing a high-performing team. You should also have experience partnering with multiple stakeholders and business partners to drive cross-functional initiatives while ensuring strong governance and compliance.

What You Will Do:

Responsible for overseeing the timely and accurate payroll processing for the APAC and EMEA in compliance with local tax and labor regulations

Drive, review, and audit work performed by APAC and EMEA payroll team, including auditing payroll data, ensuring accurate wages, tax withholdings, deductions, and garnishments

Manage third-party vendors and the preparation, analysis, and maintenance of all payroll-related reports, including governmental and regulatory filings, and payroll and benefit reconciliations

Support special projects, including process documentation and improvements, system updates, integrations, upgrades, or implementations

Lead the implementation of SOX, designing and maintaining strong internal controls in the Payroll Process

Develop a continuous culture of mentorship, process improvement, training, and access in the payroll organization. Attract, develop, motivate, and manage a high-performing and high-potential team. Sets annual goals and develops effective career and development paths

Work in collaboration with regional-based cross-functional partners

Represent payroll in various cross-functional strategy and alignment meetings

What You Will Bring:

Bachelor's Degree in Business, Finance / Accounting, or a related discipline

CIPP (Chartered Institute of Payroll Professionals) qualification preferred

The ideal candidate has 10+ years of experience in payroll operations and 3+ years managing a payroll operations team at a global, multinational, publicly-traded company

Workday Payroll experience required

Expert knowledge of international payroll regulations, including payroll tax, reporting, and required filings

Experience with onboarding new countries across multiple regions

Strong organizational, change management, and execution skills, along with the ability to prioritize and drive multiple tasks simultaneously

Highly developed communication and interpersonal skills

Eagerness to learn and willingness to take on new challenges

Ability to attract, develop, re-skill, motivate, and manage a high-performing and high-potential team

Experience with process improvement and redesign

Come As You Are

At Confluent, equality is a core tenet of our culture. We are committed to building an inclusive global team that represents a variety of backgrounds, perspectives, beliefs, and experiences. The more diverse we are, the richer our community and the broader our impact. Employment decisions are made on the basis of job-related criteria without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status, or any other classification protected by applicable law.

Click [HERE](#) to review our Candidate Privacy Notice which describes how and when Confluent, Inc., and its group companies, collects, uses, and shares certain personal information of California job applicants and prospective employees.

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