

Human Resources – Total Rewards & HR Controller

Role Summary

This position is to ensure optimal Compensation & Benefits practice & procedures in Moncler Korea in alignment with global C&B philosophy & policies and business & talent strategy

Role and Responsibility

- Provides strong C&B insights & analytics with HR team as well as business leads to ensure optimal C&B practices in line with global philosophy and business strategy
- Analyzes C&B data to pull out insights and ideas to address local business & talent needs and to support management decisions in C&B area
- Manages and monitor departmental budgets and expense and be responsible for HR forecasting & budgeting
- Manages salary grade structure & external benchmarking information leveraging strong knowledge in C&B area
- Leads C&B process improvement (continuous improvement) to optimize C&B operations and administrations
- Manages day to day compensation and benefits process such as salary offer development, incentive validation, C&B related decision support etc.
- Review our process and policies and make proposals for improvement as necessary.
- Manages HR system and data management and validation
- Manages ad hoc assignments based on global or local specific needs

Role Competencies

- Ability to handle highly confidential material
- Accuracy and Deadline & Detail-Oriented
- Demonstrated time management and multi-tasking skills
- Team working and organizational capabilities
- Great communication skills
- Stable and balanced personality

Other Requirements

- Bachelor degree or Above
- Minimum 6 years consistent experience in multinational companies in HR C&B function (Full cycle of C&B process incl. payroll & Budget experiences are essential)
- Strong attention to detail and accuracy
- Strong teamwork to develop optimal solutions respecting diverse perspectives & ideas
- Good command of written and spoken English
- Self-motivated and positive thinking and quick learning
- Competent in using MS office applications
- Good understanding of labor law, regulation and labor market

Reporting Line

- Direct report to Regional People & Organization Director