

## Compensation and Benefits Manager

Applications are invited by the Montreal office of MaplesFS for the position of

### Compensation and Benefits Manager

Reporting to the Global HR Director, the Compensation and Benefits Manager (“CBM”) is a global role that is responsible for the compensation and benefits process at MaplesFS. This role will be a mix of strategic and operational responsibilities.

The CBM will serve as a key member of the HR leadership team and will analyse, design, formulate and maintain a comprehensive program of HR benefits, annual renewals and compensation programs.

The CBM will define general compensation and benefits policies and procedures globally in line with local legislation and internal requirements.

The CBM will be responsible for the annual salary review process. This will include analysing data, benchmarking and proposing recommendations. He/she will also manage the annual headcount and budget process including workforce planning.

The CBM will demonstrate strong interpersonal skills including being able to communicate effectively with all levels of the organisation and demonstrate leadership and negotiation skills. He/she will also be adaptable, apply analytical and interactive skills, as well as planning and organisational skills; and exercise judgement and strategic thinking while still being meticulous and attentive to detail. He/she will require strong Excel skills and experience of compensation software would be an advantage.

eight years of experience in a similar role in a professional services environment.

We offer a supportive environment, structured on a team basis. We offer competitive benefits and salary will be commensurate with experience.

Qualified applicants should write, enclosing their CVs, to [careers.usca@maplesfs.com](mailto:careers.usca@maplesfs.com) quoting reference: Compensation and Benefits Manager.

Only successful candidates will be contacted.

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A candidate for this position must have at least