

Joboffer dated from 04/11/2024

## Compensation & Benefits Specialist (m/f/d)

Field: Legal / Human Resources  
Type of employment: Full-time  
Entry date: immediately  
Zip Code / Place:  
Country: Germany

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### Company data

Company: **Nintendo of Europe SE**  
Street address: Goldsteinstraße 235  
Zip Code / Place: 60528 Frankfurt am Main



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### Contact Person

Name: Katharina Znoj  
Position: Recruiter  
Street address: Goldsteinstraße 235  
Zip Code / Place: 60528 Frankfurt am Main

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### Job description

#### Level up!

Nintendo aims to deliver unique, intuitive entertainment experiences for everyone, manufacturing and marketing video game devices such as the Nintendo Switch™ family of systems, developing and operating applications for smart devices, and collaborating with partners on a range of other entertainment initiatives like visual content and theme parks.

At Nintendo, we bring together employees with a wide range of characteristics and work together towards a common goal – to put smiles on the faces of people all over the world.

#### Tasks

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- Overseeing and administrating the company's rewards and benefits systems/programs on a European level
- Determining together with HR Management a compensation strategy in order to gain employee satisfaction and secure retention
- Responsible for job architecture by using a common used methodology
- Conducting salary and labour market research to define benchmarks in order to ensure fair, equitable and competitive total rewards
- Concepting, implementing and further developing of performance evaluation and variable remuneration systems
- Partnering with various internal stakeholders from the business all over Europe
- Participating in the development, implementation and administration of European wide HR projects

## Requirements

- University degree in Business Administration, Business Information Systems, Finance or similar/comparable qualification
- Solid proficiency in the field of Compensation & Benefits or Total Rewards
- First experience in job architecture methodology and evaluation procedures is preferred
- Solid proficiency in Excel, knowledge of MS Office, Power BI and SAP HCM, further other programming skills would be a plus
- Very good analytical thinking as well as customer focus and drive for results
- Very good English skills, another European language would be a plus

Are you interested? We look forward to receiving your application, including your earliest possible starting date and salary expectation.

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