SaarGummi Group

Luxembourg Group Full time Human Resource ID: 20260611HR

Senior Specialist HR-Reporting, Compensation & Benefits (m/f/d)

In this role, you will combine data and analytics with practical HR expertise and help us further develop transparent, consistent and future-ready HR structures across our international organization.

Your Job:

- **Global HR Reporting & Analytics:** Collect and turn HR data from all sites into clear, reliable reports for group management and our shareholder. Develop and maintain relevant HR KPIs, including headcount, personnel costs, training and sustainability metrics, ensure high data quality in our HR system, and provide ad hoc analyses to support HR and management decisions.
- **Compensation, Benefits & Job Architecture:** Help further develop our compensation and job architecture framework. Manage and support activities around job profiles, job evaluation, annual salary reviews as well as bonus and incentive processes. Analyze internal and external market data, create and develop compensation policies and guidelines, coordinate external providers, and contribute to ensuring internal equity and market competitiveness.
- **Partner to our Locations:** Work hands-on with local HR teams and managers across countries and cultures. You explain, you convince – and you roll up your sleeves when a site needs support.

Your Skills:

- Bachelor's degree in Business Administration, Human Resources, Economics or a comparable field
- At least 3–5 years of relevant experience, ideally in an international and/or industrial environment
- Good working knowledge of compensation and benefits principles, processes and practices
- Hands-on experience with job architecture, job evaluation, grading and/or salary benchmarking
- Strong analytical skills and advanced Excel skills, with the ability to turn complex data into clear insights
- Practical problem-solving skills and a proactive approach to process improvements and HR projects
- A structured way of working combined with adaptability and openness to changing priorities, systems and business requirements
- A builder's mindset: you enjoy creating structures, not just describing them
- Strong communication skills and the ability to work effectively with different stakeholders across cultures and organizational levels
- Fluency in English; German would be an advantage

Our Offer:

- Be part of an energetic and collaborative team where we learn from each other, grow together and enjoy shaping the future of HR
- A permanent employment contract in an international working environment
- Plenty of scope to make an impact and a diverse range of responsibilities
- Meal vouchers / Tickets Restaurant

Please send your application to the following e-mail-address:
global-career@saargummi.com

HR reference

Elena Hoff