

The strength of a team lies within different points of view



Everyone has the potential to develop. Together we realize it.

## Compensation and Benefits Manager

Societe Generale Expressbank, a subsidiary of Societe Generale Group, is one of the leading financial institutions in Bulgaria with 400 000 clients and 1500 employees. As a customer-centric bank, our mission is to support the projects of our clients by providing them with the financial advice that suits their needs.

At Societe Generale Expressbank we highly appreciate our employees as we believe that everyone has potential for professional development. Therefore we use our resources to help them identify with our corporate values in order to achieve their professional goals and contribute to our success.

Currently, we are looking to recruit a **Compensation and Benefits Manager** to join our HR team based in the Head office in **Varna**.

### Main responsibilities:

- Develops and implements policies related to the remuneration and benefits of the employees
- Analyzes the social package offered to the employees, monitors its implementation and proposes solutions for its optimization
- Coordinates and supports all processes related to the changes in the remuneration and benefits of employees
- Prepares and implements HR Budget and ensures its proper control
- Performs annual compensation review and prepares relevant analysis

### Requirements:

- University degree in Economics or similar
- 5 years of experience in the field of Human Resources; 3 years of experience in a similar position
- Knowledge of the legal and labour regulations
- Strong analytical skills
- Ability to work with confidential and sensitive information
- Fluency in English. French is a plus
- Excellent computer literacy (MS Office); Advanced Excel is a must
- Excellent interpersonal, communication and customer service skills

### We Offer:

- Position in an international leading bank on the Bulgarian market
- Attractive remuneration package and social benefits (incl. private healthcare, food vouchers, additional paid leave and others)
- Training and development opportunities

If you are challenged by this opportunity, please apply for this position by sending your detailed CV and Cover Letter in English to [sgeb.jobs@socgen.com](mailto:sgeb.jobs@socgen.com). Only short-listed candidates will be contacted.