



Director of Compensation and Benefits

Overview:

The Director of Compensation and Benefits will build, direct, plan, and oversee Diamond C Trailers compensation and benefits programs and initiatives. The person in this role will be responsible for reviewing and modifying existing programs and creating in the go-forward Total Rewards approach while overseeing all compensation and benefits related activities.

The Director of Compensation and Benefits will develop and implement actionable, market-leading, and cost-efficient programs that will increase team member retention and attract top talent. The successful candidate for this role needs to have experience leading compensation and benefits programs, an understanding of the market trends and extraordinary interpersonal, and decision-making skills. This is a leadership role reporting to the Chief People Officer at Diamond C Trailers and the incumbent will be expected to develop, grow, and manage a team to support the Compensation and Benefits function.

Responsibilities:

- Developing, evaluating and modifying compensation and benefits programs, policies, and procedures.
- Develop, plan and drive execution of an annual merit process.
- Develop and implement new compensation and benefits programs, policies, and procedures.
- Responsible for the assessment and delivery of variable compensation plans and programs including leading salaried Incentive Plan(s), Sales Incentive Plan(s), ad hoc bonus programs, short-term sales incentives.
- Work hand-in-hand with Finance to ensure compensation budget and accruals are accurate and timely.
- Drive total rewards, philosophies, projects and processes.
- Guide and assist the leadership team with preparation and recommendation of annual wage proposals.
- Ensure legal and internal compliance of compensation programs where they apply.
- Inform and educate executives, managers and associates on compensation structure and related policies/procedures.
- Communicating with third-party services to negotiate benefit plans and resolve benefit-related issues.
- Support HR Team in compensation analyses for promotions, hires and market adjustments.
- Partner directly with CPO on all activities related to executive compensation; prepare and present materials to the Executive team.

Qualifications:

- Bachelor's degree in Human Resources Management, Business Administration, or a related field.
- Consultative approach to business partnership. Strong strategic thinking and leadership to envision, to engage different key stakeholders and to enable the team to execute the desired result.
- Strong financial acumen including ability to read and interpret financial statements.
- Excellent analytical skills, math/statistical aptitude with professional and accurate output. Extreme attention to detail.
- Proven experience conducting pay market analysis and building global compensation plans and programs.
- Proven experience managing benefits programs and relationships with vendors.
- Experience building programs for midsize to large companies is a plus.
- Strong people and project management/organizational skills to lead initiatives systemically.
- Excellent written, verbal, and interpersonal skills. Ability to communicate effectively to persons at all levels of the company, including the Executive Team and our team members.
- At least five years of experience as a Compensation and Benefits Manager.
- Relevant certifications, such as a CEBS or SHRM certification, preferred.
- Proficiency in MS Office, Google Sheets.
- Experience managing benefits and compensation in a Human Resources Information System (HRIS) is a plus for future growth.
- Bilingual Preferred but not required.

Apply online at www.diamondc.com/careers

We encourage and welcome applicants with any and all backgrounds, experiences, abilities, and competencies. All decisions regarding hiring, promotion, discipline, and discharge are based on qualifications, merit, and the needs of the business. We are an equal opportunity employer.