

Global Compensation & Benefits Advisor

Atradius

The Atradius Group provides trade credit insurance, surety and collections services worldwide, and has a presence through 160 offices in 52 countries. The products offered by Atradius protect companies around the world against the default risks associated with selling goods and services on credit.

At Atradius, we believe in personal development and the Growth Mindset. Our Culture is based on teamwork, reliable accountability, constantly improving and unrivalled service. Read on more on our Career site: <https://careers.atradius.com/en/careers>.

Group Human Resources Department

The overall goal of Group HR is to attract and retain a highly effective workforce that adds to the competitive advantage of Atradius in line with our business plans. In order to do so, Group HR designs the people strategy of Atradius and is the driver of Groupwide HR initiatives and programs; supporting and enabling all the local HR teams across our offices. This includes 10 teams in all regions of the world covering our 3,500 employees. In Group HR we are a small international team with expertise in all HR related domains such as compensation and benefits (including pensions and insurances (pooling)), learning and development (Atradius Academy), employee engagement, HR compliance, HR governance, controlling, analytics, etc...

In most countries where we operate, there is a highly competitive labour market. In this context, the Group HR - C&B team supports local HR to attract and retain talent with expert advice on topics such as salary and benefits benchmarking, gender pay gap calculations, job architecture guidance and international mobility. The team also participates in current projects such as Employee Engagement and Pulse Surveys, Diversity and Inclusion and Performance Management.

Atradius is a regulated insurance company under Solvency II and, relevant from an HR perspective, subject to its governance and remuneration regulations. The Group HR – C&B team works closely together with the Legal & Compliance, Finance and Group Control departments in this respect.

Job Description

The following are the **main responsibilities** of the role, aimed at ensuring Atradius remains an employer of choice through competitive pay and benefits:

- **Job Architecture:** Maintain and govern job frameworks, execute job evaluations, and ensure accurate role classification and career path structures.
- **Pay Structures, Benchmarking and Benefits:** Propose the design of competitive pay structures based on internal equity and external analysis; coordinate global benchmarking to support local HR in compensation and benefits assessments.
- **Executive Remuneration:** Coordinate and support executive compensation processes—including annual reviews, merit increases, and incentive/bonus plans—ensuring compliance and accurate reporting for senior leadership.
- **Operational Support:** Provide hands-on support in administering compensation and benefits programs, salary reviews, and expatriate policies, while addressing employee queries.
- **HR Programs and Initiatives:** Support strategic HR initiatives and group-wide projects on pay-related matters, including performance, reward, and job classification, in close collaboration with local HR teams across countries.
- **Act as the center of expertise** for local HR on compensation and benefits matters.
- **Data Analysis and Reporting:** Analyse compensation data, identify trends, and generate reports using HR systems to support informed decision-making.
- **External Relationships:** Establish and maintain relationships with external partners such as relocation offices, tax advisors, and consultants.

You will be working closely together with two other Senior C&B advisors complementing each other and reporting directly into the Group HR Director.

What qualification should you have? The ideal candidate will have the following profile:

Required qualifications:

- Bachelor/Master's degree or other professional degree, preferably in the field of HRM or Comp. & Ben.
- 5+ years of profound compensation & benefits experience (including job architecture and

international mobility) and at pace with the latest trends in compensation & benefits, preferably in an international environment

- Experience in job evaluation methodologies, market benchmarking analysis and maintenance of pay structures across different regions is a plus
- Highly developed analytical skills with an eye for detail and accuracy
- Ability to diagnose problems, think out of the box and data-driven decision-making skills
- Strong networker with excellent oral and written communication skills, and ability to convey information clearly to all levels within the organisation
- Sound planner and organiser who is results focused with ability to work under pressure and achieve deadlines
- Ability to work independently and collaborate within a global team.
- Display a strong sense of awareness of confidential or sensitive topics
- Advanced Microsoft Excel skills, knowledge of HRIS is a plus
- Fluent in English (verbal and written) at a professional level and preferably Spanish as you will be based in Madrid

What do we offer?

- A dynamic, international and challenging work environment
- Training and support to reach your full potential including the opportunity for continuous professional development
- Attractive terms and conditions, including competitive salary, pension package and a range of flexible benefits and rewards
- Challenging tasks with individual development and training opportunities

Equal opportunities for all

The success of our organisation stands with the quality of our people and the ideas they have. Insights and innovative solutions for our customers are the result of an interplay of cultures, knowledge and experience. That is why diversity is extremely important to Atradius. To ensure that all colleagues within Atradius can develop their qualities, we promote an inclusive culture in which everyone feels involved and valued. We encourage and welcome everyone to apply to our positions.

Do you have any questions about our offer?

Maria-Angeles CAPILLA, Human Resources, is available by e-mail at maria-angeles.capilla@atradius.com.

I am Atradius! - Do you want to know who we are?

Get to know Atradius colleagues in this video:

<https://www.youtube.com/watch?v=NnsgT04OpTU&t=4s>

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You can find further information on our website: <https://group.atradius.com>