

EMEA Benefits Manager

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Company: Fortinet

Location: Denmark

Category: other-general

As the EMEA Benefits Manager, you will play a pivotal role in designing, implementing, and managing comprehensive benefits programs across the Europe, Middle East, and Africa (EMEA) region. In this critical role within the Global Rewards team, you will collaborate with cross-functional teams, ensuring that our benefits strategy is not only adaptive to change but also positioned to proactively support the well-being of our diverse workforce.

Key Responsibilities:

Benefits Strategy and Design: Develop and execute a strategic benefits plan for the EMEA region, considering local regulations and cultural nuances in our fast-paced industry. Evaluate and enhance existing benefits programs to attract and retain top talent.

Program Implementation and Administration: Oversee the swift implementation of benefit programs, including health and wellness initiatives, retirement plans, and other employee perks. Ensure compliance with local laws and regulations related to benefits administration.

Vendor Management: Collaborate with external vendors in a fast-paced environment to negotiate and manage contracts, ensuring cost-effectiveness and high-quality service delivery. Monitor vendor performance and make recommendations for improvements.

Communication and Education: Develop and implement communication strategies that resonate in a fast-paced setting to educate employees on available benefits and wellness programs. Conduct agile training sessions to enhance employees' understanding of their benefits packages.

Data Analysis and Reporting Utilize rapid data analytics to assess the effectiveness of benefits programs and recommend adjustments as needed. Prepare real-time reports for senior management, providing insights into the utilization and impact of benefits offerings.

Qualifications:

Bachelor's degree in Human Resources, Business Administration, or related field.

5-7 years progressively responsible experience in benefits management, preferably in a multinational company within a fast-paced environment.

In-depth knowledge of EMEA benefits regulations and market trends.

Demonstrated experience in benefits program implementation, showcasing the ability to efficiently introduce and manage comprehensive programs.

Proven expertise in vendor management, including negotiating contracts, ensuring cost-effectiveness, and maintaining high-quality service delivery.

Strong analytical skills with the ability to interpret data swiftly and make data-driven decisions.

Excellent communication and interpersonal skills.

Benefit certifications such as Certified Employee Benefits Specialist (CEBS) or other relevant certifications is a plus.

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