



**for a living planet®**

## Senior Specialist, Compensation & Benefits / Mobility

Last year, WWF launched a new strategy that harnesses the strengths of the WWF network in a shared vision, focussing on six major goals - water, wildlife, the ocean, climate and energy, forests, and food – and three key drivers of environmental problems – markets, finance and governance.

In support of this strategy WWF undertook a redesign of its international secretariat that will further unite WWF offices and its near 6,400 staff around the world. This will help WWF to build stronger partnerships across the world with government, business, civil society and individuals. Together, we will deliver on WWF's ambitious goals.

We are recruiting the role of **Senior Specialist, Compensation & Benefits / Mobility** for our International Secretariat to help us achieve our new ambitious goals, and build a future where people live in harmony with nature.

### Location:

WWF International office in Singapore.

### Main responsibilities:

- Support and advise internal HR colleagues on C&B issues and processes in the Hubs;
- Support local activities around delivery of annual salary review in hub countries- including, deep dive analysis and budget recommendations;
- Subject matter expert on all compensation related enquiries;
- Prepares data for compensation and benefits analyses;
- Assist in conducting job evaluations and grading using the Mercer IPE methodology;
- Facilitates mobility across the Network providing local support, in line with International policy and procedures;
- Coordination of Compensation and benefits data for Program Offices Benefits audit;
- Recommendation of changes to benefits where necessary;
- Identification of opportunities to align benefits;
- Performs other duties as requested by the Head, Compensation & Benefits.

### Required Qualifications, Skills and Competencies

- Commercial diploma or equivalent with an emphasis on numeracy
- Proven experience in C&B Specialist role
- Experience as Project lead on an International compensation or benefits project.
- Cooperative team player
- Dealing with ambiguity
- Working in an autonomous manner within a team environment
- Service-oriented and flexible;
- Good communication skills
- Fluency in English, any additional languages an asset
- Interest in conservation and WWF's work;
- Adheres to WWF's values, which are: Knowledgeable, Optimistic, Determined and Engaging.

### How to apply?

Upload your covering letter and CV on [LinkedIn](#) as one file. We will not accept applications without CV and Covering Letter.

*Work permit restrictions may apply.*

**Deadline for applications: 11 January 2016**

*WWF is an equal opportunity employer and committed to having a diverse workforce.*