

**Compensation & Benefits Manager**

Reporting to Chief People & Culture Officer

Founded in 2014 in the Czech Republic, Rohlik is the European leader of e-grocery in Central Europe. Already active in the Czech Republic (Rohlik.cz), Hungary (Kifli.hu), Austria (Gurkerl.at), and Germany (Knuspr.de), Rohlik will be entering the Italian and Romanian markets in the near future, followed by Spain and France. By owning its end-to-end operations, including all technology in-house, Rohlik provides a superior customer experience and the freshest food from local farmers and artisans, as well as a broad supermarket selection and its own private labels.

**Department Overview**

In the People & Culture team, we take care of people, from receiving their CV to the last day of their employment with us. We hire the best people and give them full onboarding to make them feel part of the team from day one. We look after both salaries, benefits, development and training, but also less popular stuff such as preparation of employment documents and policies. And you will be pleased to hear that culture, performance and talent management is on our agenda as well.

**Role Overview**

The C&B Manager plays a key part in harmonising compensation and benefits elements across all countries. With Rohlik Group expanding rapidly into new geographies, our internal processes need to be structured and scalable to support our growth, yet flexible to reflect our speedy way of working and local practices.

**What we expect from you**

● Set up best practices for all remuneration elements in Operations - base/ variable/ overtime/ shift premium

● Drive tax optimisation of Group and local benefits & company products discounts ● Manage budgeting, reporting and cost control of employee related costs, headcount and productivity

● Administer Group employee stock option plan

● Digitalise compensation related processes as much as possible, within Group and local tools ● Set up payroll and tax structure for new countries

● Be a trustworthy partner to country management teams for tax and compensation issues

**What we look for**

● Somebody who is fast, result oriented, structured, analytical, diligent and who loves to work with new technologies

● A practical doer with intense hands-on experience in compensation and tax within EU ● Somebody who is not afraid to roll up their sleeves and get on with any task ● A self-starter, able to work independently and deliver without a support of a large team



● Someone who understands the fluidity of a start-up and same time is ready for a scale-up

**KPI’s typical for the position**

● eNPS

● cost savings from tax harmonisation

● budget

**What we offer**

● Your work will have a direct impact on the company's results

● We will implement your good ideas almost immediately – not waiting for the approval of the headquarters somewhere in the world

● You will not be bound by corporate processes

● Your work has to be innovative and meaningful, we do not want to follow trends, but set them

● Last but not least, we mainly offer a fair reward and the possibility of professional growth and education, also a great bunch of people around and a legendary company events

