

KONICA MINOLTA

# Manager, Compensation & Benefits

Konica Minolta was founded in 1873 and now employs over 30,000 individuals globally. As a global technology leader we have the history, products, and innovation for success. Encompassing all areas of imaging we have 5 major divisions; business technologies, optics, medical imaging, graphic imaging, and sensing. At Konica Minolta Canada we employ over 750 people and are headquartered in Mississauga, ON.

## Description

We currently have an exciting leadership opportunity for a Manager of Compensation and Benefits. Reporting to the Director of Human Resources, this position is located in our Mississauga, Ontario office. This role has overall responsibility for Canadian compensation, benefits and HR systems. If you have a successful track record and thrive on challenges in a fast paced environment, this is the opportunity for you.

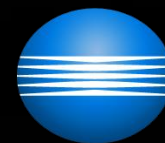
### Responsibilities:

- Leading the design and delivery of executive and staff compensation and benefits programs in Canada.
- Managing the performance and delivery of benefits providers to ensure cost effective and attractive levels of coverage.
- Communicating to employees, supervisors and businesses to ensure that compensation and benefit programs are well understood.
- Ensuring legislative compliance in relation to benefits, compensation and general policies.
- Implementing and maintaining HR and benefits systems, assessing HR business processes and identifying new system requirements, as necessary.
- Overseeing the provision of general HR support to shared functions in Canada.
- Maintain current understanding of market trends and competitive landscape.
- Developing and implementing common HR policies and practices in conjunction with HR business leaders.

### Qualifications:

- University degree in Human Resources or a related discipline, or equivalent relevant experience.
- Minimum of 5 years' progressive experience managing group benefits plans.
- Minimum of 5 years' progressive experience in managing employee and executive compensation programs across multiple business lines and geographies.





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- Experience with contract management and management of complex health or insurance plans provided by external vendors.
- Solid negotiation skills to ensure the best coverage for employees at minimum cost.
- Knowledge of all statutory regulations relating to the provision of benefits, pay and policy.
- Ability to handle confidential information professionally and in an ethical manner.
- Sound analytical thinking, planning, prioritization and execution skills.
- CHRP designation is preferred.

**Count on Konica Minolta for:**

- Competitive Salary and bonus structure
- Generous benefits including employer contributions to RRSP's
- Career advancement in a fast growing, fast paced global company
- Challenging & Rewarding Work
- Being part of a fun and professional team that's passionate about solving our customers problems

**Count on Konica Minolta for everything you need for a successful career**

To express your interest in this opportunity please send your resume to:

[michael.mcivor@bt.konicaminolta.ca](mailto:michael.mcivor@bt.konicaminolta.ca)

**Check out our other exciting career opportunities at:**

[www.konicaminolta.ca/careers](http://www.konicaminolta.ca/careers)

