

# Turkey Jobs Expertini®

## Assistant Reward Manager

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Company: Unilever

Location: Umraniye

Category: other-general

Unilever is currently hiring for Assistant Reward Manager

### **ABOUT UNILEVER**

With billion people in over 190 countries using our products every day, Unilever is a business that makes a real impact on the world. Work on brands that are loved and improve the lives of our consumers and the communities around us. We are driven by our purpose: to make sustainable living commonplace, and it is our belief that doing business the right way drives superior performance. At the heart of what we do is our people – we believe that when our people work with purpose, we will create a better business and a better world.

At Unilever, your career will be a unique journey, grounded in our inclusive, collaborative, and flexible working environment. We don't believe in the 'one size fits all' approach and instead we will equip you with the tools you need to shape your own future.

### **JOB PURPOSE**

Unilever is the place where you can bring your purpose to life with the work that you do – creating a better business and a better world. If you are passionate about helping Unilever employees live in good quality standards, helping people and making a change in people's lives then this role is just for you!

### **WHAT WILL YOUR MAIN RESPONSIBILITIES BE**

Assisting reward manager with creative ideas

Leading salary benchmarking process with Reward Manager

Managing Annual Pay Review and salary increase process cycles

Updating and leading Flexible Benefits Cycle

Responsible for HR Policy and Procedures

Leading reward communications

Onboarding management trainees in reward team

Participating in Reward Roadshows

End to end responsibility of E- recognition platform

Supporting payroll team for reward related areas

Involving in day-to-day projects

Main reward contact person of our People Experience & Operations team

## **WHAT YOU WILL NEED TO SUCCEED**

### **Experiences & Qualifications**

Open mindset with an urge to help people.

Ability to say “no” and ability to express your personal opinion.

Bachelor’s degree in relevant subject

Minimum 3-4 years of relevant reward experience

Fluency in English & Turkish both written and verbal

Proficiency in MS Office applications, especially Excel

### **Skills**

Problem Solving, storytelling, reward strategy, data driven decision making, external benchmarking

### **Leadership**

You are energized by delivering fantastic results. You are an example to others – both your results and your resilience. You are constantly on the lookout for better ways to do things, engaging and collaborating with others along the way.

As an individual you are the one responsible for your own wellbeing and delivering high standards of work. You must also focus on the Consumer and what they need. You are humble and have your head up, looking around to interpret evidence and data smartly, spot issues and opportunities to make things better.

### **Critical SOL (Standards of Leadership) Behaviors****PASSION FOR HIGH PERFORMANCE:**

Takes personal responsibility and accountability for execution and results. Has an owner's mindset, using data and insight to make decisions. **PERSONAL MASTERY** Sets high standards for themselves. Actively builds own wellbeing and resilience. **CONSUMER LOVE :** Whatever their role, always looks for better ways to serve consumers. Invests time inside and outside to understand the needs of consumers. **PURPOSE & SERVICE** Has humility, understanding that leadership is service to others, inside and outside Unilever. **AGILITY :** Explores the world around them, continually learning and developing their skills.

Unilever embraces diversity and encourages applicates from all walks of life! This means giving full and fair consideration to all applicants and continuing development of all employees regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity.

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