

UPMC Italy

is issuing a call for applications for the selection of:

1 HR Manager – Compensation & Benefit (Ref. HRM C&B/20)

UPMC (University of Pittsburgh Medical Center - <https://www.upmc.com>) is a world-renowned healthcare and research enterprise headquartered in Pittsburgh, Pennsylvania, U.S., inventing new models of patient-centered, cost-effective, accountable care.

With facilities in Campania, Lazio, Sicily, and Tuscany, UPMC Italy, the Italian division of UPMC (<https://www.upmcitaly.it/>), is a leader in patient care, biomedical research, telemedicine, IT development and consulting services in areas related to medicine and research. UPMC Italy's clinical and scientific activity mainly focuses on transplantation and oncology, but also involves other specialties: from emergency medicine to neurosurgery, from preventive medicine to cardiac surgery.

The HR Manager - Compensation & Benefit reports to the UPMC Italy HR Director and, working closely with the C&B team in the U.S. and the UPMC Italy HR team, will be responsible for implementing and managing a solid compensation and benefit structure, serving as a competent business partner for line managers to ensure C&B investment offerings, program/plan design and management meet UPMC's objectives and strategies.

The ideal candidate has:

- Bachelor's degree in Economics
- At least five years of professional experience in the HR area, preferably in multinational contexts.
- Knowledge of C&B components and models within multinational and/or foreign contexts.
- Knowledge of the main HR processes (e.g., (performance, talent, learning & development), labor laws, budget, and staff cost planning and management.
- English proficiency.
- Good knowledge of the main computer applications, especially Excel and PowerPoint.
- Understanding of the components of a global/market compensation program and ability to design and implement innovations within a collaborative environment.
- Teamwork skills and ability to build solid relations with main business partners and managers.
- Proven use of project management principles and discipline.

Other requisites: Reliability and attention to details, self-starter, analytical capabilities, team-working, and stress management. Established relationship building skills, and strong problem solving.

The contract offered will be commensurate with the experience of the selected candidate.

Workplace: **Rome**. Availability to flexible working hours and to travel in Italy and abroad is also required.

UPMC Italy reserves its right of discretion to the fullest extent permitted by law in assessing applicants and the eligibility of their applications.

Only applicants not excluded under the provisions articulated in Legislative decree 165/2001, art. 53, para. 16-ter, and subsequent modifications and amendments (General Rules Governing the Work of Public Administrations), can participate in this selection.

After reading the privacy statement and authorizing the processing of their personal data (EU Regulation 2016/679), applicants of both sexes (Law 903/77) are requested to fill out the on-line application form available at <https://www.upmcitaly.it/en/>. When filling out the on-line application form, applicants will be requested to attach their CV in both Italian and English.

All communications from UPMC Italy will be e-mailed to the address stated by the candidate upon submitting his/her application.

The deadline to submit applications is **February 7, 2020**.

Only applications submitted on-line (<http://selezioni.upmcitaly.it/?lang=en>) with an attached CV will be taken into consideration.

Personal data included in the CVs will be processed by UPMC Italy in its role of data controller, for selections for this or other similar positions. Applicants are requested to not include sensitive data (e.g., on health status), unless strictly necessary. Detailed information also with reference to data storage times and rights recognized under EU Regulation 2016/679, are available in the privacy statement at <http://www.upmcitaly.it/en/> in the "Work With Us" section.