

# UPMC Italy

is issuing a call for applications for the selection of:

## **1 Compensation & Benefits Senior Manager (Ref. SR MNG 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.

### **Job purpose:**

The Compensation & Benefit (C&B) Senior Manager will be the leader of the UPMC International Total Rewards Center of Excellence and will report to the VP of HR for UPMC International and, working closely with the US C&B team and the UPMC International HR teams based in Italy, Ireland and China, will be responsible to implement and manage a solid compensation & benefit structure. S/he will serve as a strong business partner to internal clients in Italy to ensure that the C&B investment offerings, program/plan design, oversight and governance of each program/plan meet UPMC objectives and strategies.

### **Title:**

- Bachelor's degree in Economics or similar

### **Experience/Technical skills/Knowledge Requirements:**

- At least 8 years of professional experience in the HR area, in multinational contexts.
- Previous experience in compensation and benefit strategy, design and consultation across the EU and preferably Asian markets
- Accounting, economics and regulatory know how
- Understanding of the components of a global/market compensation program as well as the ability to design and implement innovations within a collaborative environment
- Deep knowledge of C&B components and models within multinational and foreign contexts.
- Knowledge of the main HR processes, labor laws, budget, staff cost planning and management.
- Ability to manage relationship with vendors and to implement benefits and recognition programs and activity
- Experience in defining Compensation & Benefit Agenda and Strategy for Italy and other markets
- Experience in leading Compensation & Benefit Projects and Support Global and Regional Projects and Processes
- English proficiency.
- Good knowledge of the main computer applications, especially Excel and PowerPoint.
- Proven use of Project Management principles and discipline

**Personal and relational skills:**

- Established relationship building skills
- Strong problem solving
- Highly developed reasoning skills
- Leadership skills
- Confidentiality
- Attention to details and analytical capabilities
- Self-starter
- Team-working
- Availability to flexible working hours

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 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 **March 13th, 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.