

***JOB***

## VACANCY

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**A leading company in KSA is seeking to recruit the following**

## Developing HR Policies

### Role Purpose

At this level the candidate will be the Senior HR Policy Expert in the area of compensation and benefits

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### Major Key Accountabilities

## Developing HR Policies

Oversee and lead required development of HR policies related to Company employees ensuring require
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## Compensation and Benefit Market Studies

Lead required studies and oversee market surveys about compensations and benefits and Recommend

### **Compensation and Benefit Policies**

Oversee and recommend employee compensation and benefit policies with input from the Business and

Oversee that approved employee compensation and benefit policies are being implemented effectively a

Oversee developing guidelines concerning merit increases, bonuses and related policies for the Comp

Lead the comparative analysis with outside large size companies within Kingdom to ensure the market v

### **Monitoring Salaries Benefits**

Lead Studies to monitor salaries and benefits throughout the Kingdom, ensure Company employment of

### **Monitoring**

Oversee the application of personnel policies and procedures throughout the company, conduct studies

<b>Development and Training</b>
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Coach, mentor and train lower level to ensure	they acquire familiarization and enough exposure required
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<b>Qualifications &amp; Experience</b>
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University Degree in related field	<b>with (10 to 15) years of experience</b>
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<b>Skills</b>
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Excellent understanding of the HR Policies, Compensation and Benefits related with company.
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Outstanding ability to develop and apply related models.
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Outstanding in analytical and evaluation skills
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Excellent knowledge of	<b>Arabic&amp; English languages</b>	.
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Excellent Communication skills
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Excellent ability of cost and benefit analysis and comparative analysis
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