





## Compensation & Benefits Manager

Location: Amstelveen (hybride)



Dawn, a family-owned global leader in bakery products and ingredients, thrives on the talent and creativity of its teams. As the International Compensation & Benefits Manager, you'll have the opportunity to demonstrate your creativity by ensuring that the compensation structures for the Europe & AMEAP employees remain attractive and competitive. You'll also play a key role in aligning the benefits package of the recently acquired Royal Steensma with Dawn's values and business objectives. This includes fostering a sense of welcome and connection among the 'new' Dawn colleagues. These are just a few highlights of the diverse responsibilities of this new, international and influential C&B role. Do you have the ingredients to add to Dawn's winning recipe?

### Offer:

- Competitive gross annual salary up to €125.000,-, including 8% holiday allowance and 13th month (based on 40 hours).
- Performance based bonus scheme up to 15% (on target).
- Comprehensive pension plan.
- Access to a bicycle scheme (fietsplan), promoting sustainable commuting options.
- 25 days of annual leave, plus a day off to celebrate your birthday!
- Hybrid working model providing flexibility to work from home and the Amstelveen office.
- Laptop and phone.
- Opportunity for personal and professional growth in a large family company.

## Requirements:

- Minimum of a Bachelor's degree in Human Resources Management, Business Administration, or a related field.
- 5+ years of international experience in Compensation & Benefits, preferably in a manufacturing or similar sector.
- In-depth understanding and experience with Dutch pensions, including Collective Labor Agreements (CLA's) and Non-CLA's.
- Proficient in data analysis with strong analytical skills; ability to interpret and effectively communicate findings.
- Comprehensive knowledge of benefits and compensation programs, policies, procedures, and relevant legislation.
- Experience of managing benefits and compensation within an HRIS system, preferably SuccessFactors, is a plus.
- Available for 32-40 hours per week.
- Strong verbal and written communication skills in English and Dutch.

## You have....

- the capacity to excel in team environments, collaborating effectively with individuals at all organizational levels, while also demonstrating a nuanced understanding of cultural dynamics;
- strong communication skills and the ability to articulate simply and effectively complex concepts, processes, system requirements, and operations;
- the characteristics of a self-starter with a continual learning and target-oriented mentality, always seeking opportunities to grow and not afraid to push the boundaries;
- solid project management skills, including attention to detail and being highly organised;
- effective international stakeholder management skills.

## How you can make the difference:

The Compensation & Benefits Manager will play a key role in shaping and executing comprehensive compensation and benefits strategies and policies in line with Dawn's corporate mission, values and business objectives. You will lead the development and implementation of the Europe & AMEAP reward strategy, including salary benchmarking, (Dutch) pension arrangements, benefits management and oversight of annual compensation events such as bonus distribution and salary reviews.

In particular, you will be responsible for the integration of a recent acquisition from a compensation and benefits perspective. Earlier this year, Dawn acquired Royal Steensma, a family-owned business with nearly 185 years of leadership in the bakery industry, both domestically and internationally. Renowned for its diverse portfolio of bakery ingredients, speciality products such as chocolate coatings, almond and confectionery products, pastry mixes, fruit fillings, candied fruit and decorations, Royal Steensma adds significant value to Dawn's portfolio. The acquisition includes Royal Steensma's four factories in Leeuwarden, Franeker, Vlaardingen and Elst (Decora Food Products) and a production location in Thailand. You will contribute to harmonising the working conditions in such a way that all Royal Steensma employees feel valued and fully part of Dawn.

### **Key responsibilities:**

A brief overview of your responsibilities:

- Responsible for the development, modernisation, implementation, and administration of Dawn's Europe & AMEAP compensation & benefit programs, including recommending cost-effective changes aligned with market trends and organizational objectives.
- Evaluate and modify existing compensation and benefits programs (job grading, salaries, bonuses, pension plan, lease regulations, etc.), policies, and procedures.
- Lead the annual year-end compensation cycle planning and bonus administration in collaboration with key stakeholders.
- Manage Dutch benefits, such as pension schemes that are changing due to new pension legislation, ensuring compliance with CLA agreements and legal requirements through communication with external vendors.
- Harmonise working conditions because of acquisitions.
- Ensure compliance with relevant regulations, analyse the impact of legislative changes, and collaborate with stakeholders (leadership team, works council, People Business Partners) on necessary actions.
- Provide education and training to stakeholders on compensation & benefits, provide subject matter expertise and support the People team in resolving complex issues.
- Project manage the implementation of changes to ensure compliance and minimize disruption to the business and employees.
- Prepare budgets, reports, and presentations.

## Your team:

This role is part of the EU & AMEAP People Team and consists of People Business Partners in the different countries, a D&I officer, an HRIS officer, Payroll and Support specialists, the Manager Organizational Change & Transformation EU & AMEAP and the HR Director EU & AMEAP. You will report to the Manager Organizational Change & Transformation EU & AMEAP.

You will work at the EUA headquarters in Amstelveen, which employs around 30 people (including the leadership team team). You will occasionally travel for work.

## About Dawn:

Dawn is a global, family-owned manufacturer and distributor of bakery ingredients. With over a century of experience, Dawn has built a reputation as a trusted partner to bakers worldwide. The company offers a comprehensive range of products (mixes, bases, glazes, fillings, frozen doughs) and innovative solutions and expertise to help bakeries succeed in today's competitive market.

Dawn has several production sites, including in the Netherlands (Groningen), Belgium, France, Germany, Portugal and Poland. The company also has several sales offices throughout Europe and in Dubai, as well as a distributor in Poland. Recently Dawn acquired Royal Steensma with locations in the Netherlands and Thailand. Dawn Europe & AMEAP employs approximately 1,200 people, worldwide Dawn employs 3,500 people in more than 70 countries.

## Procedure:

The pre-selection including the first interview for this position is done by Bureau Blaauw. After introduction to Dawn, there are the following steps in the process:

- interview with the Manager Organizational Change & Transformation EU & AMEAP and the HR Director EU & AMEAP;
- interview with two members of the leadership team.

When the interviews are successfully completed, you will receive an employment proposal. A reference check of the candidate ultimately chosen by Dawn is part of the procedure.

## Enthusiastic?

Send us your short motivation and CV (in English) by May 9th, 2024. If you have any questions, please call, or email our consultants Nicole Knoop or Ingrid Brons.



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