



Head of Total Rewards, Americas

The Head of Total Rewards is a strategic human resources leader responsible for the design, implementation and communication of SMBC's and related affiliates' competitive and equitable Total Rewards Strategy. The Head of Total Rewards is responsible for ensuring all employee compensation, benefits, recognition and other reward programs positively impact and support SMBC's and affiliates' business activities by attracting, retaining and motivating staff. This position oversees regional, country and global policy harmonization efforts related to Total Rewards.

POSITION FUNCTIONS:

1. Strategic and operational leadership in the design, development, implementation, administration, reporting and communication of SMBC's and related affiliates' Total Rewards programs.
2. Analyzes current rewards programs to ensure they align with business strategy and good governance practices, while optimizing SMBC's and affiliates' ability to attract, retain and motivate staff. Analyzes market competitiveness and cost-effectiveness.
3. Delivers creative Total Rewards Program offerings to recognize the differing priorities and needs of a diverse workforce.
4. Manages the cost of the Total Rewards Program offering.
5. Responsible for accurate tracking, reporting and compliance with respect to all Total Rewards programs and activities.
6. Works with business leaders, Talent Team and HR Business Partners on the development of key offers and the resolution of competitive pay issues.
7. Executes core compensation programs, including annual merit and incentive processes, ongoing market analyses, FLSA, Affirmative Action and other legal and compliance reviews, etc.
8. Advises HR Business Partners and Talent teams in driving forward the Reward agenda including pay philosophy, grading, benefits, pricing new positions, pricing the movement of talent, including relocation, promotion and transfer.
9. Establishes and manages various Total Rewards Committees for purposes of control and business input, including Pension/Investment and Compensation Review Committees.
10. Develops and maintains policies and processes with respect to ongoing operation of Health and Welfare, Pension/Investment and Compensation Review Committees, including on-going 401(k) training for employees; annual Total Rewards review including compensation structure, promotions, bonus and salary increases.
11. Designs and manages performance management processes and systems. Partner with HR Business Partners and Talent Team in the development of a performance management strategy designed to drive performance; assist in the development and implementation of

performance management tools and processes; ensure effective manager training on goal setting, performance management, and compensation cycle decision making.

12. Advises top management and senior HR and line management and other stakeholders on Total Rewards strategies and special cases such as M&A's, integrations or divestitures.
13. Maintains and manages relationships with external vendors.
14. Implements streamlined approaches to execute Total Rewards strategies, including the use of outsourced vendors and internal systems.
15. Continuously researches for relevant Total Rewards trends and developments.
16. Partners with other HR professional staff to drive effective and efficient end-to-end processes across Human Resources Team
17. Selects, leads, coaches, appraises and develops the 2 direct and 7 indirect employees of the Total Rewards team.

QUALIFICATION REQUIREMENTS

- Current knowledge of applicable government rules and regulations including ACA, ERISA, FLSA, FMLA, ADA, COBRA, HIPPA, PPA, Affirmative Action
- Knowledge of analysis techniques, design and implementation of all rewards systems including cash compensation, long term compensation, top hat plans, commission plans, title and other alternative rewards systems—certified compensation and benefits professional preferred
- Sound knowledge of regulations regarding remuneration, finance/accounting, benchmarking and compensation schemes.
- Extensive experience working in a complex, multi-business, multi-entity financial services organization.
- Change management experience. Exemplary management and leadership skills.

Preferred Previous Work Experience:

- More than 10 years of relevant work experience in a financial services environment.
- Compensation and Benefits experience in a global corporate environment.
- Experience both in US financial institutions and foreign financial institutions a major plus.
- Re-engineering of Total Rewards strategy, including designing, obtaining necessary approvals locally and internationally, and implementing.

Preferred Education/Licenses/Certifications/Registrations

Certified Compensation and/or Benefits Professional (CCP)
MBA or other advanced business related degree or certification

Other Skills, Abilities and/or Training:

Ability to build relationships
Ability to innovate
Flexibility in competently juggling competing priorities and changing expectations
Outstanding judgment and mature business skills
Microsoft Office