

Pension/Regulatory Manager at Navistar

Why Navistar?

- Over the past two years Navistar has redesigned most of the International Truck vehicle line-up, including the LT Series and RH Series tractors, HX Series vocational truck, and soon to be introduced HV Series and MV Series trucks. The company is witnessing market share growth in several of its core segments, a testament to the customer acceptance of its new products
- Product quality and uptime has been a strong and ongoing focus across the entire company. Navistar has introduced a number of new powertrains to its truck line-up, including the International® A26 12.4L diesel.
- Our alliance with Volkswagen Truck and Bus increases our global scale, strengthens our competitiveness, and provides our customers with expanded access to cutting-edge products, technology and services.
- Superior parts and services offering throughout the country via our distribution channel
- Best in class non-asset based products that enable our customers to not only create value for themselves but for their customers as well

The **Pension/Regulatory Manager** has responsibility for:

- Contribute to overall strategy, direction and execution of retirement income plans
- Keep abreast of regulatory and legal changes to the retirement benefits in North America and advise management of emerging trends and best practices
- Assist in the design, compliance and administration of retirement income program for US
- Assist in the design of strategically focused retirement income programs for executives including non-qualified deferred compensation plans, excess benefit plans, and supplemental executive retirement plans
- Monitor the cost effectiveness of the existing plans and recommend required revisions to meet strategic benefit objectives
 - Ensure plans meet their required funding objectives
- Review and evaluate the ERISA cash funding reports and the related reports sent to the union.
- Participate in Joint UAW/Navistar Joint Pension Board. Evaluate financial, legal and tax implications of various business strategies such as , M&A's, Sales, plant shutdowns, etc
- Support labor union negotiations regarding retirement income proposals and financial analysis.
- Work with outside partners.

Responsible for the design, compliance and development of Navistar's retirement income programs including defined benefit pension plans, defined contribution 401(k) plans and non-qualified deferred compensation plans. Contributes to the overall strategy, direction and execution of retirement income plans. Assists in the design of strategically focused retirement income programs for executives. Evaluates financial, legal and tax implications for M&A's, location closures, etc. Supports labor union negotiations. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.

Basic Requirements:

- Bachelor's degree and at least 8 years of pension design and benefit administration experience, including 1 year of lead experience
OR
- Master's degree and at least 6 years of pension design and benefit administration experience, including 1 year of lead experience
OR
- At least 10 years of pension design and benefit administration experience, including 1 year of lead experience

Please apply directly online at <https://www.navistar.com/navistar/careers/>.