# Comp & Ben Specialist

## Based in our Head office in Sofia

## What you'll be doing:

- Prepare all financial calculations & analysis related to personnel cost management, incl. budgeting, estimations, monthly P&L reporting, and various ad hoc deep dives and analysis of personnel related data
- Execute annual salary revision process and STI administration according to local & Global requirements
- Is responsible for the annual surveying of salary levels, providing detailed analysis & recommendations related to Comp & Ben structure of the Company
- Work closely with third-party vendor related to payroll and staff-administration to ensure payroll process is executed in a timely & error free manner
- Administer full spectrum of activities, related to appointment, re-appointment and dismissal of staff ensuring all employment records are compliant with internal & external requirements

## What we're looking for:

- Relevant economic university degree (preferably in Economics and/or Finance)
- English language proficiency and excellent computer literacy
- Deep understanding of comp & ben trends, payroll regulations, local legislation
- Focus on details, strong analytical thinking, proactive team player

## Sounds like you?

For further information about the role please contact Carlsberg Bulgaria Human Resources team. Applications deadline **is November 5th, 2021**. We read applications continuously, and vacancies may be filled sooner than the deadline, so apply as early as possible. We look forward to receive your application.

## OUR OFFER:

- HEALTH INSURANCE
- ANNUAL, CHRISTMAS & EASTER BONUSES
- PERSONAL EVENTS BONUSES
- RECOGNITION & REFERRAL PROGRAMS
- RESPONSIBLE EMPLOYER
- CAREER DEVELOPMENT
- LEARNING & DEVELOPMENT ACTIVITIES
- ADDITIONAL PAID VACATION LEAVE FOR PERSONAL EVENTS