



Jesus BENITEZ

Senior Manager, Global Rewards at Ferring Pharmaceuticals

41 years old
Driving License
✉️ jesusbeniteznavarro@gmail.com
📞 (+31) 6 15 34 22 28

Compensation & Benefits

Executives Merit Increase process

Job Offers for Executives

HR Business Partner

International Mobility management



Experienced Rewards Manager with over 20 years of professional experience in HR. I hold postgraduate degrees, including an MBA from NEOMA Business School, an Advanced Award in Rewards Management from the London CIPD (Level 7), and a certificate in Business Analytics: Decision Making Using Data from the University of Cambridge. Pragmatic and results-driven, I excel as both a team manager and a team player. I am fluent in French and English, with Spanish as my native language, and I am currently learning Dutch.

EXPERIENCES

Senior Manager, Global Rewards

Ferring Pharmaceuticals - Since October 2022 - Netherlands



- ▶ Ferring is a leader in reproductive medicine and maternal health, as well as in specialty areas within gastroenterology and urology.
- ▶ Global Rewards Scope: Oversight for 65+ countries and 7,000 employees.
- ▶ Project Leadership: Leading the transformation of the Grading and Career Framework with a project team of 20 members plus consulting partners.
- ▶ Compensation Processes: Responsible for the Salary Increase and STI processes; oversight of the LTI process.
- ▶ Policy Creation: Development of rewards policies focused on global alignment while ensuring local relevance.
- ▶ Community Management: Management of the Rewards Global Community bi-monthly forum, ensuring a common approach, understanding of trends, and best practice sharing.

Regional Rewards Manager for Africa, Middle East and Eastern Europe



Heineken - November 2019 to October 2022

- ▶ Regional Head: Overseeing all Rewards matters for 15+ countries in Africa, the Middle East, and Eastern Europe.
- ▶ HR Support: Assisting HR teams in achieving business goals from a Rewards and international mobility perspective.
- ▶ Cost Management: Focusing on People Cost and its relationship to Business Revenue through structural Rewards transformations.
- ▶ Team Development: Contributing to and facilitating the development of Rewards team members' capabilities across all countries.
- ▶ Fair Wage Program: Successfully implementing the Fair Wage program for employees and third-party workers, and piloting it for all countries.

Total Rewards Manager Europe

Nissan Europe - July 2016 to October 2019 - Full-time - France



- ▶ Center of Expertise: Compensation & Benefits, Global Mobility, and Performance Management. Serving as the primary point of contact for HRBPs.
- ▶ Merit Increases: Oversee merit increase processes for both Executive and non-executive populations.
- ▶ Executive Compensation: Develop salary proposals for new Executive hires and promotions.
- ▶ Variable Compensation: Manage the annual Variable Compensation process.
- ▶ Employee Value Proposition: Create, develop, and deploy the Employee Value Proposition for the Europe Region.
- ▶ Job Architecture Grading Implementation: Develop and implement grading strategy for all Nissan European entities.

Compensation & Benefits and International Mobility Section Manager Europe and AMI



Nissan Europe - January 2014 to June 2016 - Full-time - France

- ▶ Merit Increase and Variable Compensation: Policy maker and tool developer for non-executive population.
- ▶ Budget Management: Set up and validate country budgets with Global HQ for the yearly salary increase process.
- ▶ International Mobility Hub (GEC): Serve as the global coordinator for Nissan's international mobility.
- ▶ Policy Compliance: Ensure the Global international assignment policy is appropriately applied across all regions.

SKILLS

Compensation & Benefits

- ▶ Yearly Salary Review ★★★★★
- ▶ Variable Compensation Plan ★★★★★
- ▶ Executives offer creation ★★★★★
- ▶ Equity Compensation ★★★★★
- ▶ Pay for Performance ★★★★★
- ▶ International Mobility Mgmt ★★★★★
- ▶ Insured Benefits ★★★★★

Job evaluation Methodologies

- ▶ Willis Towers Watsons ★★★★★
- ▶ Hay Grading ★★★★★
- ▶ Mercer ★★★★★

Languages

- ▶ English ★★★★★
- ▶ French ★★★★★
- ▶ Spanish ★★★★★
- ▶ Dutch ★☆☆☆☆

Interpersonal Skills

- ▶ Executive Decision Support ★★★★★
- ▶ HR Business Partnering ★★★★★
- ▶ Team management ★★★★★
- ▶ Coaching ★★★★★
- ▶ Negotiation ★★★★★

HR systems

- ▶ Workday ★★★★★
- ▶ SAP ★★★★★
- ▶ Peoplesoft ★★★★★
- ▶ Success Factors ★★★★★

Microsoft software skills

- ▶ Excel ★★★★★
- ▶ PowerPoint, Word, Outlook ★★★★★
- ▶ MS Teams ★★★★★
- ▶ Power BI ★★★★★
- ▶ Access ★★★★★
- ▶ Visio ★★★★★

Six Sigma

- ▶ Green Belt ★★★★★

HR Business Partner for Nissan Europe

Nissan Europe - August 2010 to December 2013 - Full-time - France



- ▶ Career Development & Talent Management: Oversaw Career Committees, Career Days, and Annual Promotions.
- ▶ Compensation & Benefits: Managed Merit Increase processes and performance criteria calibration.
- ▶ Career Coach: Acted as the first point of contact for employees at all levels.
- ▶ Training: Responsible for organizing internal training programs.

Data Management Controller and Marketing Assistant

Xerox Corporation - August 2009 to August 2010 - Internship - France



- ▶ Data Management Controller and Marketing Assistant.
- ▶ Sustainable Development Program deployment for France.
- ▶ Creation and deployment of interface internet webpage for the Xerox partners.

Industrial Relations and HR Internal Control Responsible

Ford Motor Company - 2006 to 2008 - Full-time - Mexico



- ▶ Coordination of collective agreement negotiations with HR leadership
- ▶ HR scorecard management for 3 plants and the HQ

HR Personnel Services Supervisor

Ford Motor Company - 2005 to 2006 - Full-time - Mexico



- ▶ Company Cars management for executive personnel
- ▶ Company cars inventory management

Recruiter

Estée Lauder Companies - 2004 to 2005 - Full-time - Mexico



- ▶ Recruiter for Mexico HQ jobs
- ▶ Organizational development

Human Resources Personnel administration

Estée Lauder Companies - 2003 to 2004 - Internship - Mexico



EDUCATION

Business Analytics: Decision Making Using Data

UNIVERSITY OF CAMBRIDGE

February 2021 to June 2021

- Explain potential uses, benefits, and drawbacks of big data.
- Design experiments to answer questions about changes made in an organization.
- Describe sets of data using descriptive statistics and visual analyses.
- Make business decisions using different big data tools.
- Identify organizational and behavioural biases that affect decision-making and describe strategies for overcoming them.
- Identify important legal and ethical concepts and apply them to different organisational problems.

MBA

NEOMA BUSINESS SCHOOL

2008 to 2010

- Master of Business Administration degree
- Project Bałtyk Bomilla chocolates export to China - Poland
- Management Under Uncertainty seminar - Italy

Advance Award in Rewards Management - Level 7

CIPD - CHARTERED INSTITUTE OF PERSONNEL AND DEVELOPMENT - LONDON

2016 to 2017

- The CIPD Level 7 Advanced Award in Reward Management programme is an in-depth technical knowledge of reward management and the skills needed to effectively develop tailored strategies and solutions that support real organisational and business needs
- Global Mobility
- Benefits, Pensions and Share Schemes
- Reward in Context
- Base and Variable Pay

Human Resources, Bachelor's Degree

UNIVERSIDAD IBEROAMERICANA

2002 to 2006

- Bachelor degree of 4.5 years in Human Resources