

Jesus BENITEZ

Compensation & Benefits and International Mobility Manager



38 years old - Driving License - Paris France

Compensation & Benefits

Executives Merit Increase process

Job Offers for Executives

HR Business Partner

International Mobility management

CONTACT

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ABOUT ME

Pragmatic HR Manager with strong leadership and negotiation skills. MBA graduated and Advance Award in Rewards Management by the CIPD London, I have great analytical skills, sense of urgency & reality and knowledge in most of HR fields.

Through the +10 years of different working experience, the one thing that has been my constant success factor is my motivation to strive always for continuous improvement and constant self challenge.

EXPERIENCES

Total Rewards Manager Europe

Nissan Europe - Since July 2016 - Full-time - France



- ▶ Center of Expertise and first point of contact for HRBPs for C&B matters.
- ▶ Merit increase for Executive and non-executive population
- ▶ Executives new hires and promotions salary proposals creation
- ▶ Variable Compensation yearly process
- ▶ Employee Value Proposition creation, development and deployment for Europe Region
- ▶ Hay grading implementation 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 for non-executive population policy maker & tools
- ▶ Country budget set up and validation with Global HQ for yearly salary increase
- ▶ International Mobility Hub (GEC) Nissan global coordinator for Nissan world
- ▶ Responsible for ensuring that Global international assignment policy is appropriately applied

HR Business Partner for Nissan Europe

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



- ▶ Career development & Talent management: Career Committees, Career Days, Annual promotions
- ▶ Compensation & benefits: Merit Increase, performance criteria calibration
- ▶ Career Coach & first point of contact for employees all levels
- ▶ Training: internal training organization responsible

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



SKILLS

Compensation & Benefits

- Yearly Salary Review
- Variable Compensation Plan
- Executives offer creation
- LTI Management
- Pay for Performance

Job evaluation Methodologies

- Towers Watsons
- Hay Grading

Languages

- English
- French
- Spanish

Interpersonal Skills

- Coaching
- Team management
- Negotiation

HR systems

- Workday
- SAP
- Peoplesoft

Microsoft software skills

- Excel
- Outlook
- Word
- PowerPoint
- Access
- Visio

Six Sigma

Green Belt

EDUCATION

MBA

NEOMA Business School

2008 to 2010

Master of Business Administration degree

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

Human Resources, Bachelor's Degree

Universidad Iberoamericana

2002 to 2006

Bachelor degree of 4.5 years in Human Resources

INTERESTS

Travel

- Photography
- Discover new cultures