

Jesus BENITEZ

## Senior Manager, Global Rewards at Ferring Pharmaceuticals



Compensation & Benefits

Executive & Equity Compensation

Job Architecture & Career  
Frameworks

Global Mobility & Expat Policies |  
ESG & Fair Pay Initiatives

HR Transformation | Rewards  
Governance & Pay Transparency

in

Global HR Rewards leader with 20+ years of international experience across Pharmaceuticals, FMCG, and Automotive. Expertise in Executive Compensation, Job Architecture, Global Mobility, and ESG-linked Rewards. Known for driving large-scale transformations, including global grading frameworks, pay-for-performance processes, and regional Fair Wage initiatives. Fluent in Spanish, English, French; basic proficiency in Dutch.

42 years old

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## Experiences

### Senior Manager, Global Rewards

Ferring Pharmaceuticals - Since October 2022 - Netherlands



- ▶ Lead Global Rewards strategy across 65+ countries, supporting 7,000 employees.
- ▶ Project Lead for Job Architecture transformation: grading redesign, career paths, and capability framework, leading a team of 20+ HR professionals plus external consultants.
- ▶ Designed and governed Salary Increase, STI, and LTI processes for global workforce.
- ▶ Developed global rewards policies balancing alignment and local relevance.
- ▶ Established a Global Rewards Community (bi-monthly), enabling knowledge-sharing and consistent practices.

### Regional Rewards Manager for Africa, Middle East and Eastern Europe



Heineken - November 2019 to October 2022

- ▶ Owned Rewards strategy across 15+ countries.
- ▶ Partnered with HR to link People Cost to business revenue, driving cost-efficient structures.
- ▶ Rolled out Fair Wage program, later scaled globally as part of ESG agenda.
- ▶ Built team capabilities and provided regional expertise in Compensation & International Mobility.

### Total Rewards Manager Europe

Nissan Europe - August 2010 to October 2019 - Full-time - France



- ▶ Career progression: HRBP → Section Manager → Total Rewards Manager Europe.
- ▶ Led Compensation & Benefits, Mobility, and Performance processes across Europe.
- ▶ Designed Employee Value Proposition, implemented Job Architecture, managed merit cycles.
- ▶ Managed salary policies, budgets, global mobility compliance.
- ▶ Direct leadership of 8 HR professionals.

### 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.

### Labour Relations and HR Internal Control Responsible

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



- ▶ Career Progression: HR Personnel Services Supervisor → Labour Relations Coordinator → Labour Relations and HR Internal Control Responsible.
- ▶ Prepared and supported union negotiations and managed compliance across 3 plants + HQ.
- ▶ Oversaw HR scorecard and implemented internal control systems.

### Other initial roles: Recruiter & personnel administration

Estée Lauder Companies - 2003 to 2005 - Full-time - Mexico



## Skills

### Core expertise

- ▶ Executive & Equity Compensation
- ▶ Global Mobility & Expat Policies
- ▶ HR Transformation & Business Partnering
- ▶ Job Architecture & Career Frameworks
- ▶ ESG & Fair Pay Initiatives
- ▶ Rewards Governance & Pay Transparency

## Education

### MBA

NEOMA Business School

2008 to 2010

### Advance Award in Rewards Management - (Level 7)

CIPD - London

2016 to 2017

### Business Analytics: Decision-Making Using Data

University of Cambridge

February 2021 to June 2021

### BA in Human Resources

Universidad Iberoamericana

2002 to 2006