

Role Mandate	
Job	Total Reward and Performance Management Director MW Brands
Start date	15/09/12
Latest update	15/07/12
Job Grading ( JFM )	HR - Reward
Level	PL
Function	HR
Sub Function	Reward Group
Manager	Karen Rivoire, Group HR Director
Dotted line	n/a
Org chart	n/a
Location	Paris, relocation conditions available
Role scope	Group
Contingency	Group HRD
Job Purpose	
<p>The design of Reward, Mobility and Job Grading systems as key components of a new Performance Cycle and culture. Ensure the design, delivery, education, compliance and consistency of all 3 systems by partnering with both internal and external support. Partner with the business and HR across the whole spectrum of Reward related activity. The alignment of all three systems will ensure a fair and transparent performance culture in our winning by caring for people and organisation Must Win Battle ( MWB 3 ).</p>	
Role dimensions	
Global - 5000 people; 4 plants, 4 key markets	
Key outputs (80% of role)	
<ul style="list-style-type: none"> <li>• Comprehensive compensation and benefits including Base pay, Incentives, Retirement, Life and Disability, Employee Shareholding, Health &amp; Welfare and other ancillary benefits</li> <li>• Reward policy design, development, alignment and delivery aligned to both Global and Local business drivers building strong foundations for growth</li> <li>• Interpret external benchmarks, validate and analyse output accordingly to provide recommendations and anticipate emerging trends in relevant market place</li> <li>• Monitor effectiveness of initiatives, policies and procedures, recommending policy revisions which are cost effective and consistent with Reward best practice</li> <li>• Build robust talent driven mobility process empowering local HRDs and preparing us for market expansion</li> <li>• Work with Finance to develop robust goal setting and performance management sy</li> <li>• Build a fit for purpose job grading system through excellent data and OD</li> <li>• Manage and influence the HR and internal stakeholder team by providing authentic leadership, expertise and change management through strong relationships</li> </ul>	

Number of Direct reports ?
1 direct report + network of C+B managers
Key Relationships
Internally : reports to Group HRD, works closely with country and plant HRDs, Finance and Group Exec Externally : Specialised service providers
Profile
<p>Min. Degree level qualification, preferably within HR, Finance or Business related discipline</p> <ul style="list-style-type: none"> <li>•12 years plus experience within HR/Finance of which at least the last 7 should be in Compensation and Benefits</li> <li>•A track record of providing leadership, consultative guidance and support to cross-cultural organizations on compensation and benefits strategy and adding value through the development of creative solutions to challenging problems.</li> <li>•Proven experience of leading complex Benefits integration and alignment projects and successfully implementing change</li> <li>•Proven experience and knowledge of France, Germany labour relations and regulatory compliance environment as it relates to Reward</li> <li>•Ability to work on own initiative and anticipate issues, trends and opportunities for improvement and present compelling recommendations for change</li> <li>•Proven organizational skills, a strong tolerance for ambiguity, detail-oriented with ability to function strategically and tactically under pressure.</li> <li>•Fluent English required and experience in at least one other country</li> </ul>

Competencies						
BA :Basic Appreciation, WK: Working Knowledge , E: Expertise, T: Excellence(transfer)						
Skills + General skills		BA	WK	E	T	Comments
1	Total Reward + Mobility				x	
2	Performance Management			x		
3	Labour relations		x			
4	Organisation			x		
5	Talent		x			
6	Learning		x			
7	Finance for non finance			x		
8	Cultural sensitivity			x		
9	Project Management			x		
10	Customer Service			x		



### **Behavioral competencies :**

Proven leadership experience delivering as ONE caring C.R.E.W with  
Courage to challenge and trust,  
Respect for People, Customers and our Seafood ecosystem,  
Entrepreneurialism and  
Winning spirit to drive excellence and learning.

### **Background MWB :**

Our ambition is to become the N°1 branded sustainable seafood business in Europe, today we are the most profitable with NSV 510 M€. We have 5000 people delighting consumers with great quality seafood from the boat to consumer's plates in 4 key European markets. Heritage brands like John West, Petit Navire, Parmentier and Mareblu have been successful for over 150 years and continue to innovate. We have a vertically integrated value chain with 4 plants globally and 8 vessels in the Atlantic. We will win by caring for our people and the marine resources we depend upon.

Our company was recently acquired by Thai Union, the N°1 Tuna Producer in the World. After Heinz ownership and then Private Equity management from 2006 to 2010 Marine World Brands ( MWB ) step into a new era with new owners specialized in Seafood and here for the long term. MWB is already the N°1 Tuna company and has the vision to become the leading Sustainable Seafood Company in Europe.

For more background on the Group's ambitions please look at:

<http://www.forbes.com/global/2011/1107/companies-people-thailand-thiraphong-chansiri-thai-union-frozen-tuna-cunningham.html?partner=email>.

Or please visit our website [www.mwbrands.com](http://www.mwbrands.com)

It is a fascinating time to join the industry and to have the opportunity to shape it sustainably. It is a defining moment in our history and this will be a very liberating experience for the right talent.

MWBRANDS

