

HSBC, Bermuda's largest private employer, offers an attractive benefits package including:

- Competitive base salary
- Performance related bonus
- Competitive pension scheme
- Reduced rate mortgage
- Comprehensive health insurance
- Share purchase plan
- Exceptional training and career development opportunities



Performance and Reward Manager

Human Resources

Closing date 17 February 2012

HSBC Bank Bermuda Limited is seeking a Performance and Reward Manager to join our Human Resources Team. This role is responsible for the development, implementation and administration of compensation, benefits and other reward programmes. The role has direct connectivity with our North American Reward team collaborating on market analysis, year end compensation cycle, work force planning as well as HR analytics. The successful individual will also be responsible for the oversight of the benefit programmes undertaken for the employees of HSBC Bermuda.

Major responsibilities

- Develops and executes reward strategies in alignment with HSBC Group practices ensuring local market factors are taken into consideration, including the year-end compensation programme
- Works with the Head of HR to execute Executive Compensation inclusive of both cash and equity based plans
- Conducts job assessments including evaluation and market analysis of positions, as well as participating in compensation surveys both local and overseas
- Manages the Bank's pension plan and participates on the Pension Board
- Review and analyse employee benefit programmes ensuring they are market driven and cost effective
- Liaises with and gives advice to clients and colleagues on benefit and reward matters and provides reports and analytics as required
- Coordinates the year-end compensation programme including creating and sharing employee data, compiling recommendations, monitoring changes, producing reward letters and assisting with payment via payroll
- Manages and administers the Bank's performance management process

Minimum qualifications

- A university degree in Business, Accounting, HR or equivalent
- A GRP, CCP or PHR designation and at least 5 years of managerial compensation specific experience preferred
- Advanced skills in Excel, excellent analytical skills, understanding of HRMS reporting methods preferred
- Working knowledge of Peoplesoft would be beneficial
- Vendor management would be a distinct advantage
- Excellent consulting, communication and negotiation skills, with knowledge of Financial Services considered an asset

Interested applicants are invited to apply by sending your résumé and covering letter to:

Fax: 279 5826

Email: recruitment.dept@hsbc.bm

*Recruitment Department
Human Resources
HSBC, Harbourview Centre
37 Front Street, Hamilton HM11*

Application forms are available in all HSBC branches and at www.hsbc.bm

All enquiries will be held in strict confidence.

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