

Careers, by BUTTERFIELD.



Take a step in the right direction.

At Butterfield, we provide financial services with a personal touch, we focus on results, we value relationships, and we celebrate success. If that sounds like your kind of company, then consider this opportunity to become part of a collaborative team of professionals at the world's leading, independent offshore bank and trust company.

Compensation & Benefits Specialist

The Compensation & Benefits Specialist reports to the AVP, Compensation & Benefits and is responsible for managing and administering compensation and benefits programmes.

Your responsibilities will include:

- Managing all benefit programmes, including a self-insured health plan, defined benefit plan, defined contribution plan, long term and short term disability plans
- Managing the end to end process of the monthly pensioner payroll and associated reconciliations
- Administering the group share award programme
- Providing primary SOX Audit support for Employee Benefit Programs and Share-based Awards
- Preparing compensation and benefits reporting and analysis for internal and external stakeholders
- Coordinating wellness initiatives
- Providing sound counsel to employees and retirees on compensation and benefit related matters
- Suggesting and developing process improvement and maintaining policies and procedures
- Providing back-up support for other compensation and benefits functions

Your qualifications and skills include:

- University degree in Accounting, Business Administration or Human Resources or related discipline with three to five years' relevant experience or equivalent
- In-depth experience with a wide range of compensation and benefit programmes
- Strong knowledge of HR legislation, pension plan rules, practices and trends
- Results orientated and customer focused
- Ability to develop and maintain good working relationships both internally and externally
- Excellent organizational skills with strong attention to detail
- Ability to analyze and interpret information and develop recommendations for appropriate course of action
- Ability to work collaboratively and independently
- Strong verbal and written communication skills
- Strong proficiency in MS Office, Payroll and HRIS Systems

Human Resources

Butterfield employs more than 1,200 people across ten jurisdictions. Our HR team facilitates everything from recruitment and retention, to professional development, talent management and analytics. Our global team provides strategic insight to ensure the business has the talent it needs to grow and works to create the best possible experience for our colleagues—whether they are seasoned professionals or just starting their careers.

Why Butterfield?

With more than 1,200 financial services professionals across ten international jurisdictions, the Butterfield experience is enhanced by robust learning and development opportunities, comprehensive benefits, and preferred rates on a variety of proprietary financial services. Guided by our core values—approachable, collaborative, empowered and impactful—we provide a respectful environment where the diversity of our employees and the talents and experiences they bring are celebrated and valued. With a 160-year tradition of service excellence we empower individuals to achieve their goals and make a positive impact on our business, our clients and our communities.

Does this sound like you?

All applications should be forwarded via e-mail to resumes@butterfieldgroup.com.

Closing date:

Tuesday 6 July, 2021

Let's start a conversation.



butterfieldgroup.com

