



Global compensation Advisor

Montreal - Full-time - 744000089314265

Apply Now:

<https://jobs.smartrecruiters.com/Ubisoft2/744000089314265-global-compensation-advisor?oga=true>

The person in this role will contribute to the development and administration of the company's total rewards programs (compensation, benefits, non-monetary rewards, etc.). They must be able to operate and identify solutions and improvements in processes, inform employees, and advise managers and HR teams on Ubisoft's practices within their area of expertise.

What you'll do

- Master the job structure.
- Identify strategic issues related to total rewards processes.
- Assess the effectiveness and efficiency of service providers, programs, and processes related to total rewards, and recommend corrective actions when necessary.
- Contribute to the development of communication tools and compensation programs, inform employees, and advise managers on Ubisoft's practices in their area of expertise.
- Provide, when relevant, recommendations and carry out the implementation, communication, and administration of policies, guidelines, programs, and processes supporting the company's total rewards strategy.
- Conduct market studies, statistical analyses, and other types of research necessary for managing and developing total rewards.
- Develop and deliver training content on total rewards to employees, managers, and HR team members.
- Administer bonus programs, the stock option program, and the salary review program.

What you'll bring

- Bachelor's degree in actuarial science, business administration, industrial relations, human resources, or another relevant field
- At least 5 years of experience in total rewards
- Strong mathematical and statistical skills, with a keen interest in Excel
- Strong methodological rigor
- Excellent interpersonal and communication skills
- Ability to provide high-quality customer service
- Ability to manage multiple files simultaneously
- Autonomy
- Comfortable interacting with individuals at all levels of the organization and with external resources
- Excellent knowledge of French and English, both spoken and written

About us

Ubisoft is a global leader in video games, with teams across the world creating original and memorable gaming experiences — from Assassin's Creed and Rainbow Six to Just Dance and many more. We believe that diverse perspectives help both players and teams thrive. If you're passionate about innovation and pushing the boundaries of entertainment, join us and help create the unknown!

We embrace a hybrid work model that keeps you connected with your team and aligned with business priorities, while giving you the flexibility to maintain your work-life balance. Please note that some roles are fully office-based and are not eligible for hybrid work.