



KANDIDAATPROFIEL

Head of Rewards

For whom?

- 10+ years of relevant (international) work experience
- Strong affinity for data management and digitization
- Team player
- Decisive
- Analytical
- Results-driven
- Strong communication skills
- Fluent in English





Refresco is celebrating its twentieth anniversary this year. With 70 factories and 12,000 employees, the organization has consistently managed to double its turnover every two years. And that growth shows no signs of slowing. The proactive Head of Rewards will translate the organization's HR strategy into a strong, sustainable Compensation & Benefits policy.





About Refresco

Many well-known global consumer brands have their drinks bottled at Refresco. The Dutch company was founded in 2000 and has seen impressive growth over the last twenty years. Refresco now boasts seventy factories in multiple countries and last year bottled more than 11 billion liters of soft drinks.

Refresco is a very decentralized organization. Just 100 people work at the head office in Rotterdam, versus more than 12,000 employees elsewhere in the world. Confidence in the strength of good, local teams is a hallmark of Refresco's approach to the business. Decisions made in Rotterdam impact the global organization, but it is up to local teams to decide on the best approach for their local market.

Empowerment, entrepreneurship, and freedom

That also goes for the trust people have in each other at the head office. Empowerment is a high priority at Refresco: every employee – from the CEO to the receptionist – is expected to make ten decisions every day. Every decision doesn't have to be equally successful, as long as decisions are made. Such a high degree of entrepreneurship is rare in large companies like Refresco, and so are the freedom and responsibility given to employees.

The desire to continue growing is reflected across every layer of the organization. This translates into an extremely enterprising group of people who are constantly setting new things in motion and really want to make an impact. A focus on personal growth and development is a priority at Refresco.



VACATURE

Head of Rewards

The Head of Rewards is responsible for the Compensation & Benefits for the Top 250 leaders at Refresco. A strong HR framework for global operations is essential in a fast-paced, highly decentralized organization that relies heavily on a buy-and-build strategy for continued growth. The current Compensation & Benefits system provides a solid foundation, but can and must continue to be developed and expanded in the coming years. Optimizing existing processes and finding even more effective ways to use Refresco's state-of-the-art tooling is the point on the horizon that the Head of Rewards will be efficiently and purposefully working towards.

An eye for detail and the big picture

The Head of Rewards will handle employment conditions and contractual elements for senior management worldwide on a daily basis, along with job grading, organization design, and international mobility. An eye for detail is just as important as having a big-picture view. While the focus is mainly on Compensation & Benefits, the Head of Rewards will also keep a close eye on movements within the organization.

As a key advisor for HR Business Partners, the Head of Rewards should always be aware of developments in the HR sector. The Head of Rewards should have a strong, enterprising personality that can manage the entire scope of the role. They will report directly to the HR Group Director.

Interesse?

Refresco works with Top of Minds to fill this vacancy. Contact Vivian Linker at vivian.linker@topofminds.com for more information.

