Vacancy

Rewards Lead

TBAuctions is a leading online auction platform for buying and selling used business goods. After several acquisitions, they are transitioning into one global organization. And their new Rewards Lead will design, implement, and manage, the organization's global compensation and benefits programs to align with the company's business objectives.

Requirements

- 7+ years' experience
- With rewards and compensation/benefits related policies
- In an international environment
- Analytical and detail-oriented
- Experienced with Technology and/or platform-based companies

📍 **Amsterdam**

💼 **Minimum of 7 years' experience**

TBAuctions

TBAuctions (TBA) is changing how buyers and sellers think about buying used industrial goods. They auction used business items on behalf of third parties through ATLAS, their proprietary tech platform for intelligent auctioning. Founded in 2018 with the merger of two established auction houses, TBA now operates eight brands, has over 135 million website visitors per year from more than 160 countries, and auctions nearly two million lots annually. This volume has made TBA one of the largest online auctioneers in Europe. The core industries featured on their platform include Construction, Transportation, Logistics, Agriculture, and Medical.

TBA is already the number one European digital auction house and has its sights set on a much larger scale. In 2022, the company was acquired by Castik Capital to support its next growth phase. And then Summa Equity joined Castik as a co-investor. This enables TBA to continuously strengthen their superior market position, accelerate organic growth, and increase the pace of add-on acquisitions. With support from Castik and Summa, TBA acquired Swedish auction platforms Klaravik and PS Auction; Norwegian auction platforms Auksjonen.no and Bjarøy AS; Danish platform DAB; as well as Benelux auction companies Epic and Vavato. ▶

TBA plays a significant role in supporting the global environmental, social, and governance (ESG) agenda by connecting businesses worldwide with high quality, second hand and second chance goods, and accelerating society's shift to more sustainable consumption. The company works with a diverse team of talented people who are encouraged to think out-of-the-box and take initiative as this fast-growing scale-up continues to disrupt and transform the online industrial goods auction industry. ▶

Rewards Lead

TBAuctions (TBA) has grown quickly since being acquired by several online auction platforms, each with local teams based in various European countries. The company is undergoing an important strategic journey transitioning from individual entities to a single global organization. This includes transforming their HR organization and people-related processes and policies to reflect their new business structure. The Rewards Lead will act as Center of Excellence and design, implement, and manage TBA's global compensation and benefits programs to align with the company's business objectives.

TBA has ambitious path ahead and needs the right People Policies in place to support their growth goals. The Rewards Lead will translate their People Strategy into a modern and comprehensive compensation strategy that attracts, motivates, and retains employees. This role will hit the ground running in this hands-on role, and contribute valuable insights and market knowledge based on their experience working in a technology and platform-based environment. Reporting to the Director People and Culture (P&C), they work closely with local team members, and ensure alignment between HR strategies, performance management, and compensation and benefits policies.

To succeed, it is important to stay up-to-date with the latest market trends and industry benchmarks. This means the Rewards Leadwill gather research and information to make data-driven recommendations and adjust compensation and benefits accordingly. In addition, they will conduct job evaluations to determine the relative value of the various roles within the organization and develop and maintain a job grading system to ensure fair, consistent, and competitive pay practices. ▶

Passionate about empowering business growth through people, the Rewards Lead designs competitive and equitable salary structures, and bonus and incentive programs that reward performance and achievement and make all TBA employees feel valued. They will oversee the design and administration of employee benefits programs, including health insurance, pension plans, and travel policies.

Focused on building a high performance and high engagement culture across the organization, this role also fosters strong relationships with local P&C team members to understand and incorporate local insights into rewards policies. The Rewards Lead is analytical, with an eye for detail and excellent communication skills. They have strong project management skills that they apply when dealing with global and local stakeholders and can translate complex information into easy-to-understand text and policies.

TBA is a dynamic scale-up where creativity and taking initiative are valued. The company values people who make a positive impact and achieve results through commitment, teamwork, and diversity, and they offer employees a fun, friendly, and inclusive atmosphere. The role is based at the TBA headquarters in Amsterdam, The Netherlands. It is a perfect fit for a candidate with a background in building technology related reward policies who is eager to make an impact within a fast-growing international organization. ■

"TBA is in the middle of an exciting transformation with people management at the top of the agenda. The Rewards Lead will be instrumental in driving our growth strategy, leveraging their expertise and ideas as the catalyst for employee retention."

Kresten Pot,
Director People and Culture of TBA

Interested?
TBAuctions is working with Top of Minds to fill this vacancy.
To express your interest, please contact Charlotte Braat at
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