

[CDI] Global Compensation & Benefits Director .

Barrière

MISSIONS

KEY RESPONSABILITIES

Compensation Strategy & Management

- Design and implement the 'Total Rewards' strategy.
- Establish a job evaluation and benchmarking system to ensure internal equity and the Group's competitive positioning.
- M&A : Lead C&B audits (due diligence) and post-acquisition harmonization.
- Drive the annual salary review process and ensure the final authority for validating compensation packages for new hires and promotions.

Global Mobility & Compliance

- Define and deploy the Group's international mobility policy.
- Ensure international regulatory compliance regarding pay equity.
- Guarantee adherence to local regulations (GDPR, labor laws) and anticipate legal shifts, particularly the EU Pay Transparency Directive.

HRIS & Digital Transformation

- Standardize and optimize global C&B procedures in collaboration with the HRIS team.
- Manage relationships with external service providers and vendors.
- Support HR teams in utilizing tools for payroll, salary reviews, and benefits administration.

Collaboration & Strategic Partnership

- Act as a strategic advisor to senior management, driving C&B initiatives aligned with the corporate vision.
- Lead global strategic HR projects related to total compensation.
- Build and maintain strong relationships across all levels of the organization, ensuring a clear understanding of the unique needs and challenges.

LIFE AT BARRIÈRE IS ALSO ABOUT...

- A formal remote work policy (Teleworking Charter).
- Personalized support to unlock your potential and grow within the Group (training via "Campus Barrière," internal mobility, and career management).
- Employee rates for "dream weekends" at our properties.

Annual package : between €110k and €120k base salary + variable bonus (depending on profile).

RECRUITMENT PROCESS

1. Initial phone screening with Talent Acquisition
2. Interview with the Director of Human Resources

3. Interview with one of your future internal clients

4. Welcome to Barrière!

BARRIERE GROUP

A leader in casinos in France and a renowned name in luxury hospitality, dining, leisure, and entertainment, Barrière reinvents itself every day. At the crossroads between iconic destinations and legendary venues, Barrière has shaped more than just a legacy—it has created a signature.

From the Normandy in Deauville to the Fouquet's in New York, the Group stands out across its 20 hotels through its unique and authentic French art de vivre. Across its 33 casinos and club, Barrière brings to life a passion for gaming, a festive spirit, and a love for entertainment.

Founded in 1912 and now co-chaired by Joy Desseigne-Barrière and Alexandre Barrière, Barrière remains a family-run business where values of hospitality and excellence are passed down from generation to generation, within its teams in France and around the world. **And maybe with you tomorrow?**

At Barrière, we embrace diversity in all its forms and welcome every application with enthusiasm. We also adapt our recruitment process, upon request, to meet the needs of candidates with disabilities. Moreover, we value profiles that share our commitment to Corporate Social Responsibility (CSR) and who are eager to contribute to our mission of making a positive impact on society and the environment.

Barrière: 50 professions, 1 mindset. Join us!

INFORMATIONS COMPLÉMENTAIRES

Synthèse de l'annonce

Annonceur

Barriere

Type de contrat

CDI

Salaire

Cf. texte de l'annonce

Télétravail

En présentiel

Lieu de travail

Paris

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