



Corporate Compensation & Benefits Manager

City Brewing Company, a leading manufacturer in the beverage industry, has an immediate opening for a Corporate Compensation and Benefits Manager at our La Crosse, WI facility. This role will recommend, design and implement compensation and benefit programs that align with business objectives, are competitive, sustainable and have an impact on the long- and short-term performance of the organization by being effective in attracting, rewarding, and retaining key talent, and are fully compliant with applicable legal and regulatory requirements. This position will also manage all areas of compensation and benefit programs including health care, retirement, recognition, and common compensation functions.

Responsibilities include, but are not limited to:

- Develop, implement and administer competitive total reward strategies, including compensation, benefits, retirement and employee engagement programs
- Ensure compliance with all governmental regulations related to compensation and benefits
- Conduct miscellaneous analyses, including creating complex reports, to support various compensation programs, providing analysis, advice, and education to Management on compensation issues, and interpreting compensation policies.
- Lead administration of various benefit programs, such as group health, life, disability, flexible spending, 401(k) Plan, COBRA, Time Off and Disability.
- Manages service providers, outsourced vendors, and brokers to ensure compliance with processes, requirements, laws, and service expectations
- Manage annual enrollment process

Qualifications:

- Bachelor's degree in Business Administration, Finance, HR or other related field; Professional certifications CBP, CEBS, CCP preferred
- Minimum 5 years' experience in HR, with compensation and benefits emphasis
- Project management, analytical, organizational and advanced Excel skills are essential
- Critical thinker, problem-solver with ability to set realistic deadlines and expectations
- Ability to be team focused, unbiased and collaborative while working independently

City Brewing Company provides a competitive salary and benefit package including: Health, Life, Dental and Long Term Disability Insurance; Section 125; 401(k); and more.