

Senior Analyst - Remuneration | APAC

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Company: Colliers International

Location: Perth

Category: other-general

Employment Category: Permanent Full Time

Company DescriptionColliers (NASDAQ, TSX: CIGI) is a leading diversified professional services and investment management company. With operations in 64 countries, our 17,000 enterprising professionals work collaboratively to provide expert real estate and investment advice to clients.

For more than 27 years, our experienced leadership with significant inside ownership has delivered compound annual investment returns of 20% for shareholders. With annual revenues of \$4.1 billion and more than \$50 billion of assets under management, Colliers maximizes the potential of property and real assets to accelerate the success of our clients, our investors and our people

Job DescriptionColliers International is the fastest growing Commercial Real Estate Services provider globally. Here at Colliers, we pride ourselves on our enterprising, collaborative and growth minded culture. This growth and our commitment to investing in our people and platform has created the need for an enterprising finance professional to join our team as the Senior Analyst - Remuneration| Asia Pacific.

Reporting into the Chief Financial Officer | APAC, this is a senior stand alone role that provides Remuneration and Compensation expertise in structuring, reviewing, analysing and monitoring for opportunities that will deliver EBITDA growth across the APAC region.

The succesful candidate will provide the insights and expertise in remuneration structuring to achieve the balance between Personnel cost management, the attraction and retention of market leaders and driving the right behaviours.

Works closely to support APAC COO, APAC CFO, APAC CEO

Works collaboratively with and support Country MD's & CFO's(as required)

Leverage the Regional FP&A teams & People and Performance teams where required

Oversight and analysis of remuneration practices and standards across the Region – including Base, Short Term Incentives (Commissions, KPI Bonuses, Profit Share structures), Long term Incentive structures and benefits.

Regional analysis & recommendations on opportunities to drive improved Personnel Cost as % of Revenue

Alignment of remuneration structures across the Region that incentivises EBITDA growth and enables consistent decision making across APAC

Analysis, recommendation, and support on remuneration structuring opportunities / proposals for Team and Market Leader acquisitions

Make recommendations to APAC CFO / APAC COO / APAC CEO on restructuring opportunities to improve regional EBITDA – identifying where remuneration structures

Mange and improve on Remuneration reporting, systems and use of data analytics to identify opportunities.

QualificationsExcellent written and verbal communication skills

Minimum 5yrs Executive Remuneration structuring expertise – including base, benefits, Short Term (Profit Share, KPI Bonus, Commissions, other) and long term incentives schemes

Data analytics, BI & reporting tools capability - TM1, PAW, Power BI and Cognos

CA / CPA equivalent

Minimum 5yrs experience in commercial management & financial decision support

Additional InformationA Career with Colliers

We are enterprising.

What sets us apart is not what we do, but how we do it. Our people are passionate, take personal responsibility and always do what's right for our clients, people and communities. We accelerate their success by empowering them to think and act differently to drive exceptional results.#J-18808-Ljbffr

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