

Global Compensation and Benefits Manager

Location: Arlington, VA (Flexible)

About Fluence

Fluence, a Siemens and AES company, is the leading global energy storage technology solutions and services company that combines the agility of a fast-growing technology company with the expertise, vision, and financial backing of two industry powerhouses. Building on the pioneering work of AES Energy Storage and Siemens energy storage, Fluence's goal is to create a more sustainable future by transforming the way we power our world. The company offers proven energy storage technology solutions designed to address the diverse needs and challenges of customers in a rapidly transforming energy landscape, providing design, delivery, and integration in over 160 countries. Fluence works closely with customers as trusted advisors throughout their journey and provides advisory, financing, and project lifecycle services.

Leading: Do others come to you for your subject matter expertise? Are you excited by the challenge of working in a start-up atmosphere with a purpose?

Are you passionate about benefits and total rewards program development and evaluation? If you are looking for an opportunity to develop and implement a global strategic total rewards program, this may be the role for you.

Responsible: Fluence is defined by its unwavering commitment to safety, quality, and integrity. We take personal ownership in what we do, developing trust in our relationships with internal and external stakeholders. We firmly believe in having honest, forthcoming, and fair communications.

- You will build, rebuild, and implement global compensation & benefits policies and processes by providing your subject matter expertise
- You will provide insights to assess the effectiveness and quality of compensation plans and programs, generate and present reporting through data analytics
- You will lead compensation survey analysis and lead market assessment activities in concert with global Talent Acquisition
- You will help harmonize our Global benefits program, driving to success for each region

Agile: Here at Fluence, we strive to continuously improve, to be intellectually curious and be adaptive to our customers and employee's needs. Collaboration is key, both in our partnerships with our customers, and with each other. Fluence prioritizes the most critical efforts that allow for the greatest impact.

- 10+ years in compensation and benefits, including designing global total rewards programs
- Devotion to analytics and data
- Pride in your ability to contribute as an individual

Fun: We are always looking for employees who are excited by challenges and the opportunity to be problem-solvers. Our entrepreneurial mindset allows for creativity, sense of urgency and fulfillment. Our employees love what we do and are passionate about the way we power our world.

We are a small HR team, looking for that strategic contributor who can help Fluence's upward trajectory. We have a strong desire to attract and retain top talent and believe the best candidate will help us do so.

Please send your resume and cover letter to careers@fluenceenergy.com

We value equal opportunities and look forward to applications from people with disabilities. Fluence Energy IS AN EQUAL OPPORTUNITY EMPLOYER and fully subscribes to the principles of Equal Employment Opportunity, to ensure that all applicants and employees are considered for hire, promotion, and job status without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, marital or familial status.