

Joboffer dated from 05/06/2026

(Junior) Compensation & Benefits Specialist (m/f/d)

Field: Legal / Human Resources
Type of employment: Full-time
Entry date: immediately
Zip Code / Place: 60528 Frankfurt am Main
Country: Germany

Company data

Company: **Nintendo of Europe SE**
Street address: Goldsteinstraße 235
Zip Code / Place: 60528 Frankfurt am Main



Contact Person

Name: Katharina Znoj
Position: Recruiter
Street address: Goldsteinstraße 235
Zip Code / Place: 60528 Frankfurt am Main

Job description

Level up!

Nintendo Co., Ltd., headquartered in Kyoto, Japan, has been providing a wide range of entertainment products and experiences since its founding in 1889, beginning with the manufacture and sale of Hanafuda playing cards. Since the 1983 release of the Family Computer (Famicom) system in Japan, and continuing through Nintendo Switch 2, Nintendo's focus has been the development, manufacturing, and sale of its gaming systems and software. □

At Nintendo, we bring together employees with a wide range of characteristics and work together towards a common goal – to put smiles on the faces of people all over the world. □

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Tasks

- Leading job evaluation activities using Mercer IPE methodology
- Maintaining and enhancing the job architecture and job catalogue, ensuring up-to-date and accurate documentation of all roles in the company
- Overseeing and administrating the company's rewards and benefits systems/programs on a European level
- Conducting salary analyses and labour market benchmarking, including salary survey participation, interpretation of data, updating salary bands in order to ensure fair, equitable and competitive total rewards
- Monitoring internal pay equity, analysing gender pay gap and evaluating as well as implementing sustainable solutions for transparency and reporting
- Developing and maintaining compensation policies, procedures and communication materials, supporting consistent application of reward frameworks
- Partnering with various internal stakeholders from the business all over Europe
- Participating in the development, implementation and administration of European wide HR projects

Requirements

- University degree in Business Administration, Data Analytics, Finance or similar/comparable qualification
- Solid proficiency in the field of Compensation & Benefits or Total Rewards
- First experience in job architecture methodology and evaluation procedures is preferred
- Solid proficiency knowledge of MS Office, especially Excel and Power Point skills; basic Power BI and SAP HCM or further other programming skills would be a plus
- Very good analytical thinking and the ability to translate complex compensation into clear and digestible insights for Senior Management
- Very good English skills, another European language would be a plus

□

Please bear in mind that it might be a Junior position depending on your professional experience.

Are you interested? We look forward to receiving your application in English, including your earliest possible starting date and salary expectation.

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