



POSITION PROFILE

Labor and Compensation
Senior Analyst



Background to the Current Opportunity 3

The Role and The Individual..... 4

Remuneration & Recruitment Process 6





Menzies Aviation

People. Passion. Pride. These are what have driven Menzies Aviation since 1833.

Since that time, Menzies Aviation has developed into a \$2.5bn annual turnover organisation and is a critical partner to the global aviation industry. Menzies Aviation delivers time-critical logistics services at over 290 locations in more than 65 countries, across six continents. But at the heart of the business is its people.

Safety and security are at the heart of everything the business does, and it takes a duty of care across colleagues, customers and the communities the organisation operates in.

It's the services Menzies offers that help keep people moving, with everyone at the business playing their part, delivering with precision, round the clock, every minute of every day. In this, they take immense pride, and it strengthens their determination to deliver.

Headquartered in Bloomsbury Square, London and with over 55,000 employees globally, the core services include ground services, cargo, fueling, executive services and offline services.

Menzies Aviation take great pride in its people with a strong track record of development training programs and clear career pathways allowing colleagues to enrich their skills and progress into leadership roles whilst working within a diverse global network. Whether serving its clients landside or airside, above or below the wing, teams at the business are agile, dedicated, and eager to help, and the finance team are a perfect example of this.

Current Opportunity

As the Labor and Compensation Senior Analyst working in the Group Finance team and reporting into the Head of FP&A, you will play a crucial role in providing financial modelling, insight and analysis into all aspects of employee remuneration. With a primary focus on the remuneration, you will provide modelling, insight and data analysis on all aspects of compensation and reward management.

You will lead on and deliver robust financial modelling, calculations and data in relation to all aspects of remuneration with particular focus on annual salary and bonus review programmes. Working with, and providing insight and recommendations to key senior stakeholders including the Chief People Officer and senior Regional Finance and HR leads.



Main Accountabilities

- Designing and building financial models to facilitate the management and decision-making of our extensive labour and compensation cost base
- Managing the annual pay review and annual bonus processes enabling top-down modelling and approval for local execution
- Leading on implementation of financial standardisation and governance relating to reward and compensation processes and decision making
- Monitoring and providing regular financial analysis and forecasting on bonus vs budget vs cash positions globally and regionally
- Working closely with regional Finance and payroll teams to ensure accurate and timely processing of compensation-related matters and with central and regional HR teams on employee correspondence
- Leading annual gender pay gap reporting and development and providing analysis to inform Regional HR action plans
- Preparing financial data for all submissions to the Remuneration Committee for the Group and working with the Chief Financial Officer, Head of FP&A and Chief People Officer on all reward-related submissions and analytics
- Working closely with the Pension and Tax teams to understand and analyse the cost impacts for both the business and employees
- Undertaking reward and remuneration due diligence on potential business acquisitions and business change proposals
- Providing analysis on reward alignment impacts for management teams through business acquisitions, including financial modelling of potential approaches and existing arrangements
- Analysing market and competitor data to ensure Menzies has competitive salary structures, bonus plans, and other rewards
- Ensuring compliance with global pay reporting regulations and obligations
- Leading on the enhancement of internal governance process and practices in relation to employee remuneration control
- Making recommendations on the alignment or improvement of internal remuneration processes and practices
- Providing ad hoc remuneration benchmarking as required



Qualifications and Experience

- Financial background with strong financial acumen
- Ability to communicate and present labour and compensation insights and analysis to senior stakeholders
- Exceptional attention to detail
- Strong Excel competency
- Strong analytical skills to assess market data and trends
- Excellent communication and data presentation skills
- Knowledge of legal and regulatory requirements related to compensation
- Experience in compensation and benefits modelling and analysis highly desirable

Safety, Security, Wellbeing and Compliance

ALL Employees have a responsibility and duty whilst at work to:

- Take reasonable care for the health and safety of themselves and of others who may be affected by their actions or omissions whilst at work
- Co-operate with their manager / supervisor in order to allow them to perform or comply with any legal requirements imposed on the company
- Comply with the company's drugs and alcohol policy and understand our commitment to a 'Zero Tolerance' attitude towards drugs, alcohol and psychoactive substances
- Not intentionally or recklessly interfere with or misuse anything provided by the company in the interests of health, safety or welfare reasons
- Inform their manager / supervisor of any work situation, equipment or activity that represents a serious or immediate danger to health and safety
- Report any hazards, near misses, incidents, accidents or dangerous occurrences to their manager / supervisor, who will then follow the procedures contained in this manual
- Carry out work in accordance with information and training provided and any specific workplace health and safety rules or procedures
- Fully understand the company health and safety policy
- Attend training courses as may be arranged by the Company
- Engage with MORSE and follow our core principles



Salary: Competitive and in line with experience

Location: Edinburgh or London, hybrid with weekly travel to the office

Benefits: Car allowance, discretionary bonus, healthcare, excellent pension contributions, income protection, life insurance and generous annual leave

For more information on remuneration, please contact Chris Sole at Rutherford Cross.



Chris Sole – CFO Services, Permanent

T: 07494 280 151

E: chrissole@rutherfordcross.com

The Recruitment Process

- To find out more about the role, please contact Chris Sole at Rutherford Cross by emailing chrissole@rutherfordcross.com
- Selected professionals will then be invited to meet with the Head of FP&A and other selected stakeholders
- All third-party applications to Menzies Aviation will be referred to Rutherford Cross