



GATX Rail Europe is a leading, full-service railcar lessor offering a high quality and diversified fleet to over 20 European countries. With an experienced, service-oriented team, we are focused on making railcar leasing and rail transport simple, efficient, and seamless thus we have strategically located offices across Europe. At GATX we empower, develop, and recognize our people, building a culture of excellence, accountability, and respect. We value diversity and open communication to create a collaborative environment. Together, we achieve more and embrace change by challenging the status quo.

To support our growing organisation we are currently looking for

## Compensation & Benefits Business Partner (m/f/d)

### Your main responsibilities:

- Lead the analysis and reporting of HR and compensation-related data to support strategic decisions
- Deliver regular and ad-hoc reports and insights to HR, Finance and senior management
- Drive the annual SG&A budgeting process from an HR perspective and provide ongoing forecasting updates
- Partner with Finance and HR to align headcount planning
- Analyze labor-cost drivers and support cost-control initiatives across European entities
- Develop and implement compensation strategies and policies for European entities aligned with company's business objectives

- Conduct regular reviews of salary, benefits and incentive systems in compliance with market benchmarks and legal requirements
- Manage the annual compensation cycle and support HRBPs and managers in reward-related decisions
- Coordinate job structure and evaluate/recommend compensation strategy based on market data
- Act as the owner of HR policies related to compensation and rewards (eg. car policy, travel and expense policy)
- Collaborate with the GATX US Compensation Team and internal stakeholders to ensure consistency and compliance across regions
- Support internal and external audits through accurate and timely data preparation

## **We offer:**

- interesting job where you can meet diversified challenges and tasks every day
- international working environment, shaped by team work and a great atmosphere
- appropriate remuneration and social benefits of a modern company
- flexible working time including home office model
- close cooperation and exchange of experience with other skilled teams within the GATX group
- opportunity for professional development with wide range of trainings

## **You are a good fit if you have:**

- Degree in Business, Economics, HR Management or related field
- Strong practical experience in the field of compensation and benefits in an international setting
- Experience advising and challenging leaders across all levels of the organization
- Knowledge of different compensation, incentive and benefits strategies
- Excellent numerical skills, proven skills in data analysis and labor cost control
- Expertise in Oracle HCM or other HR systems
- Fluency in English and strong communication skills
- A proactive mindset and high degree of assertiveness and ownership

A minimum salary of € 70,000 gross per year is offered according to the collective agreement with the possibility of overpayment according to your qualifications and professional experience.

We are looking forward to receiving your application!

**Join our GATX team and let's make railcar leasing easier together.**

[Apply now](#)

[Want to learn more about us? Watch our video here!](#)

**THIS IS US.**  
MEET GATX RAIL EUROPE.

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