



Vacancy

Rewards Specialist

TB/AUCTIONS

TBAuctions is a leading online auction platform for buying and selling used business goods. Following multiple acquisitions, the company is transitioning into one global organization and looking for a Rewards Specialist to design, implement, and manage the organization's global compensation and benefits programs, also aligning with the company's business objectives.



Requirements

- Over 5 years of experience
- With rewards and compensation/benefits related policies
- In an international environment
- Analytical and detail-oriented
- Comfortable in an individual contributor role
- Experienced with platform sales or eCommerce

 **Amsterdam**

 **Minimum of 7 years' experience**



About the company

TBAuctions

TBAuctions (TBA) aims to change the way buyers and sellers think about used industrial goods. The company auctions movable and immovable goods on behalf of third parties through ATLAS, its proprietary tech platform for intelligent auctioning. Founded in 2018 through the merger of two established auction houses, the company now operates eight brands, has over 135 million website visitors per year from over 160 countries, and auctions nearly two million lots annually, making TBA one of the largest online auctioneers in Europe. Core industries featured on the platform include Construction, Transportation, Logistics, Agriculture, and Medical.

TBA is already the #1 European digital auction house and sets sights on a much bigger plan. In 2022, the company was acquired by Castik Capital to support the next phase of growth. Soon after, Summa Equity joined Castik as co-investor, enabling TBA to continuously strengthen their excellent market position, accelerate organic growth, and increase the pace of add-on acquisitions. With support from Castik and Summa, TBA acquired the Swedish auction platforms Klaravik and PS Auction, the Norwegian auction platforms Auksjonen.no and Bjarøy AS, the Danish platform DAB, as well as Benelux auction companies Epic and Vavato. ▶

TBA plays a significant role in supporting the global environmental, social, and governance (ESG) agenda by connecting businesses around the world with high quality second hand and second chance goods and accelerating society's shift to more sustainable consumption. The company works with a diverse team of bright and dedicated individuals who are encouraged to think out-of-the-box and take initiative as this fast-growing scale-up continues to disrupt and transform the industrial goods online auction industry. ▶





Vacancy

Rewards Specialist

TBAuctions (TBA) has grown quickly following the acquisition of multiple online auction platforms, each with local teams based in various countries across Europe. The company is on an important strategic journey transitioning from individual entities to one global organization, including transforming their HR organization and people-related processes and policies to reflect their new business structure. The Rewards Specialist will design, implement, and manage TBA's global compensation and benefits programs which also align with the company's business objectives.

TBA has ambitious path ahead and needs the right people policies in place to support their growth goals. The Rewards Specialist will translate the the company's people strategy into a modern and comprehensive compensation strategy which attracts, motivates, and retains employees. They will ensure alignment between HR strategies, performance management, and compensation and benefits policies.

On the job it is important to stay up to date with the latest market trends and industry benchmarks, which means they gather research and information to make data-driven recommendations and adjust compensation and benefits accordingly. In addition, they will conduct job evaluations to determine the relative value of the various roles within the organization and develop and maintain a job grading system, ensuring fair, consistent, and competitive pay practices.

Passionate about empowering business growth through people, the Rewards Specialist designs competitive and equitable salary structures and bonus and ►

incentive programs which actively reward performance and achievement and make all TBA employees feel valued. They will oversee the design and administration of employee benefits programs, including health insurance, pension plans, travel policies, amongst others.

Focused on building a high performance and high engagement culture across the organization, the Rewards Specialist also invests in fostering strong relationships with local People & Culture team members. As an individual contributor they feel comfortable connecting throughout the organization in order to understand and incorporate local insights to rewards policies. The Rewards Specialist is analytical and has an eye for detail and excellent communication skills. They have strong project management skills which they apply when dealing with global and local stakeholders and can translate complex information into easy-to-understand text and policies.

TBA is a dynamic scale-up where creativity and taking initiative are valued. The company values making a positive impact and achieving results through commitment, teamwork, and diversity, and offers employees a friendly and inclusive atmosphere. The role will be based at the TBA headquarters in Amsterdam, The Netherlands. This position is a perfect fit for a candidate with a background in building technology related reward policies who is eager to make an impact within a fast-growing international organization.



Interested?

TBAuctions is working with Top of Minds to fill this vacancy. To express your interest, please contact Charlotte Braat at charlotte.braat@topofminds.com.

“TBA is in the middle of an exciting transformation with people management at the top of the agenda. As a Rewards Specialist, you will be instrumental in driving our growth strategy, leveraging your expertise and ideas as the catalyst for employee retention.”

**Kresten Pot,
Director People and Culture of TBA**