



Global Mobility Manager

Date: Jan 15, 2020

Location: Charlotte, NC, US

Company: Sealed Air Corporation

Sealed Air partners with customers to solve their most critical packaging challenges with innovative solutions that leave our world, environment, and communities better than we found them. Our portfolio of widely recognized brands includes Cryovac® food packaging and Bubble Wrap® protective packaging which respectively enable a safer, more efficient food supply chain and protect valuable goods shipped around the world. Sealed Air generated \$4.7 billion in sales in 2018 and has approximately 15,500 employees who serve customers in 123 countries. To learn more, visit www.sealedair.com.

Job Summary

As a valuable member of the Organizational Effectiveness & Total Rewards Team, the Manager, Global Mobility role will be a key contributor to support team initiatives aligned with the Company strategy, specifically managing the global and domestic relocation programs as well as supporting all US-based employment immigration needs to ensure these programs enhance our ability to attract and retain top talent. This individual contributor role will provide global mobility and immigration subject matter expertise and strategic advisory support to HR business partners and business managers; advising on the right fit policy based on business and employee needs and the appropriate structure for tax and immigration planning purposes. This individual must be a champion for workplace excellence, challenge the status quo, focus on continuous improvement and be driven to deliver results.

Responsibilities

- Provide assessments and consulting on all relocations of new hires and transferring employees, including domestic, international, intra and inter regional transfers. Work includes compensation, benefits, immigration and tax analysis for feasibility.
- Coordinate with outside tax and immigration consultants to ensure compliance of international matters are appropriately managed. Includes tax planning and strategy work.
- Liaise with HR Business Partners, Finance and Payroll to ensure mobility program operations are accurate and compliant globally.
- Manage the relocation/mobility third parties in order to successfully execute the operational processes, programs and policies. Includes partnering with procurement through potential sourcing opportunities, contract negotiations and renewals.
- Operate as a subject matter expert and provide strategic solutions for US-based employment immigration, working with outside counsel. Includes consultation and planning with business for new hires, green card cases and visa renewals as well as responses to requests for evidence by USCIS.

- Perform other duties and/or special projects as assigned within broader Org Effectiveness & Total Rewards Team.

Qualifications

Minimum Qualifications

- 8-10 years of corporate experience, primarily in global mobility and immigration; Compensation, Benefits and HR experience is key.
- Bachelor's degree in Business, Finance, Tax/Accounting or International Relations preferred.

Additional Qualification

- Highly organized, with superior multi-tasking skills.
- Knowledge of MS Office; Advanced Excel and Power Point skills.
- Excellent presentation skills; superb verbal and written communication skills.
- Strategic thinker with the ability to execute flawlessly.
- Strong critical thinking skills.
- Exercises strong judgment, integrity, and discretion.
- Able to work independently, think and plan ahead and bring issues to attention of management.

Relocation: No

All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, disability or protected veteran status. Sealed Air participates in the [E-Verify Program](#) (US sites only).

Nearest Major Market: Charlotte

Job Segment: HR, Manager, Payroll, Human Resources, Management, Finance