

Senior Global Payroll Manager

Meltwater is a privately held Software-as-a-Service (SaaS) provider of media intelligence solutions. Founded in Norway in 2001, we have 2,000 employees in more than 64 offices across North America, South America, Europe, Middle East, Africa and Asia Pacific.

Meltwater helps companies make better, more informed decisions based on insights from the outside. We believe that business strategy will be increasingly shaped by insights from online data. Organizations will look outside, beyond their internal reporting systems to a world of data that is constantly growing and changing. Our customers use these insights to make timely decisions based on real-time analysis.

Our values are at the core of our culture and they can be summed up by the acronym MER, which means “more” in Norwegian:

Moro [ˈmo(·)ro]

Norwegian for “Fun.” We believe that in order to become successful as a whole, we should all enjoy ourselves. That’s why we promote a fun, collaborative working environment.

Enere [ˈe nɔrˈe]

Norwegian for “Number One.” At Meltwater, average isn’t good enough. Our goal is to build a groundbreaking company supported by a thriving culture in which our people aspire to exceed their personal expectations.

Respekt [reˈspekt]

Norwegian for “Respect.” We believe it matters how a company or an individual becomes number one. Striving to be the best doesn’t mean sharp elbows: we should all treat our colleagues and customers with respect and humility.

We are looking for a Sr. Global Payroll Manager in our San Francisco office to drive payroll initiatives across three regions that include over 60 offices in 24 countries. The ideal candidate is interested in making a significant impact by establishing world class payroll practices in one of the most visible groups in the company and excels in a fast-pace, high engagement environment with extraordinary desire to innovate. You will be on the front line working closely with employees, managers and other operational team members to provide input, insight and advice with respect to all payroll issues. The successful candidate will be comfortable taking a lead role in driving initiatives forward despite any unexpected roadblocks; and will be comfortable establishing relationships with remote managers and regions who don’t see payroll on a daily basis. The ideal candidate will have had extensive experience working with sales teams selling software or SaaS products in a fast-paced chaotic environment. In addition to helping us build out our payroll infrastructure, this role will focus on optimizing key relationships with our global payroll provider.

The Role:

- Manage global payroll operations for 27 countries with multiple legal entities
- Focus on optimizing processes with Meltwater’s global payroll provider to optimize the payroll integration for 25 countries
- Develop and enforce policies and procedures to ensure controls, compliance and effectiveness in multiple countries
- Partner closely with commissions team, HR team, FP&A and accounting teams on payroll issues
- Manage 3 payroll managers in Americas, APAC and EMEA regions
- Successfully manage global payroll provider and vendors

- Provide payroll support for multiple internal and external audits (domestic and international)
- Manage multiple compliance requirements in all three geographic regions and countries where Meltwater has payroll and employees
- Drive payroll systems optimization and provide support to HR team during Workday build-out and implementation
- Experience with Workday and a willingness to roll-up your sleeves and support payroll and HR teams with day-to-day transactions

Desired Skills and Experience

- BA/BS degree in related field, with 5 – 8+ years of experience managing payroll and 5+ years managing global payroll in a fast-paced entrepreneurial company
- CPP or other relevant payroll certifications desired
- Demonstrated analytical thinking, problem solving and decision making skills
- Ability to listen and understand the needs of employees / managers, together with those of the company and translate needs of customer base to innovative payroll solutions that add real value
- Must have excellent communication skills at all levels of the organization and the ability to stylistically adapt communication based on audience
- Experience optimizing Workday (Payroll)
- Experience managing global payroll providers
- Heavy payroll compliance background in multiple states and countries
- Startup experience is a plus
- Successful experience as a payroll leader in a 2,000+ person company with a global presence

Equal Opportunity Employer

Principals, please send resumes to: paty.shives@meltwater.com