Benefits Analyst Position at Cisco

The Business Entity

Cisco HR is inspiring today’s talent for tomorrow’s Cisco. We are developing HR strategies that accelerate capability in Cisco’s business and our employees by transforming Cisco’s talent, leadership, culture, and organization. The Global Benefits team enables our business and people strategy by creating a valuable, differentiated employee benefit experience through our programs and engagement models.

The Team

You will have an opportunity to work within a team of benefit experts who have a passion for innovating and implementing offerings that support Cisco’s family culture. For programs you own, you will be directly responsible for managing the vendor, driving engagement and measuring success. You will also collaborate with cross functional team members on common goals.

Minimum Qualifications

- Manage select U.S. and global benefit programs within the framework of Cisco’s global total rewards strategy. Drive engagement, simplify the experience, measure results. Keep abreast of changes in marketplace related to benefits, particularly for the programs owned by this role
- Maintain and enhance the global benefits database
- Provide ad-hoc reporting support and consult on global initiatives with EMEAR, APJC and LatAm regions
- Review annual incremental international budget requests from regions
- Support US benefit enrollment activities, events, and education opportunities with a focus on driving meaningful engagement.

Minimum Qualifications

- Bachelor's Degree
- 5 years experience in HR, at a multi-national company including 3+ years in benefits
- Demonstrated ability to work in a matrixed HR organization, as well as cross functionally
- Experience in benefits program and project implementation
- Strong communication and analytic skills

Desired Skills

- Global benefits experience
- Interest in data and database management
● Experience managing US benefit programs, and exposure to global programs
● Strong collaboration skills and experience driving initiatives from innovation/exploration stage to implementation
● Ability to work independently, with some direction/oversight

**About Cisco**

The Internet of Everything is a phenomenon driving new opportunities for Cisco and it's transforming our customers' businesses worldwide. We are pioneers and have been since the early days of connectivity. Today, we are building teams that are expanding our technology solutions in the mobile, cloud, security, IT, and big data spaces, including software and consulting services. As Cisco delivers the network that powers the Internet, we are connecting the unconnected. Imagine creating unprecedented disruption. Your revolutionary ideas will impact everything from retail, healthcare, and entertainment, to public and private sectors, and far beyond. Collaborate with like-minded innovators in a fun and flexible culture that has earned Cisco global recognition as a Great Place To Work. With roughly 10 billion connected things in the world now and over 50 billion estimated in the future, your career has exponential possibilities at Cisco.

If interested, please contact Karen Wiens at kwiens@cisco.com.