

United States Jobs Expertini®

Benefits Specialist

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Company: Ranpak

Location: Painesville

Category: other-general

Sustainability, plastic pollution, and climate change have never been more at the forefront of our world as they are today.

At Ranpak, sustainability has been in our DNA since our founding in 1972. Ranpak's goal then was to create the first environmentally responsible system to protect products during shipment and today, our mission remains the same: To deliver sustainable packaging solutions that help improve supply chain performance and costs, reduce environmental impact, and support a variety of growing business needs globally. The development and improvement of materials, technologies (such as automation) and total solution systems have earned Ranpak a reputation as an innovative leader in eCommerce and industrial supply chain solutions.

Ranpak's customers span across a variety of industries including automotive parts, electronics, eCommerce, machinery and home goods. Our customers include Amazon, IKEA, Sephora, Misfit Market and BMW.

Ranpak's corporate headquarters are in Concord Township, Ohio with European headquarters in Eindhoven, the Netherlands and Asia Pacific headquarters in Singapore City, Singapore, respectively. Additionally, a new state-of-the-art building opened in Shelton, CT.

Ranpak Holdings Corp. is a New York Stock Exchange listed company (NYSE: PACK).

Summary

The Benefits Specialist will be responsible for managing and administering all aspects of Ranpak's employee benefits programs, including benefits administration, FMLA

administration, 401(k) and worker's compensation.

Essential Duties & Responsibilities

as subject matter expert on company benefits including but not limited to healthcare plans, 401(k), FMLA, and HSA/FSA plans

present, and manage all communication regarding open enrollment/annual enrollment

a trusted liaison between Ranpak employees and the benefit brokerage firm(s)

invoices and payments to brokerage firm(s)

and administer state specific leave of absence requests, FLMA, and disability paper work

up and manage employee commuter benefits

with Human Resource Director to determine and improve benefits and perks for exempt and non-exempt work force

and upkeep file feeds between Ranpak and external benefit brokerage firm(s)

up, run, and manage automated benefit reports in HRIS system

and review COBRA benefits

Qualifications:

of 2 years of experience in relevant HR related tasks required

knowledge of employee benefits and applicable laws

to multi-task while maintaining a high level of customer service

organizational, communication, and interpersonal skills

with HR software and systems preferred, specifically UKG

to handle confidential information with discretion

and proactive approach to problem-solving

with Microsoft Office

degree preferred

certification preferred

with UKG or Ultipro preferred

Ranpak is an equal opportunity employer and is committed to providing a workplace free from harassment and discrimination. We celebrate the unique differences of our employees because that is what drives curiosity, innovation, and the success of our business. Ranpak does not tolerate discrimination on the basis of race, religion, color, national origin, gender, sexual orientation, gender identity or expression, age, marital status, veteran status, disability status, pregnancy, parental status, genetic information, political affiliation, or any other status protected by the laws or regulations in the locations where we operate.

Accommodations are available for applicants with disabilities.

This policy applies to all employment practices within our organization, including recruiting, hiring, promotion, termination, layoff, recall, leave of absence, compensation, benefits, and training. Ranpak makes hiring decisions based solely on qualifications, merit, and business needs at the time. For more information, we invite you to read our [Code of Ethics](#)

Ranpak participates in the E-Verify program in certain locations as required by law. [Learn more about the E-Verify program](#) here.

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