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# Example of Compensation Analyst, Senior Job Description

Our innovative and growing company is hiring for a compensation analyst, senior. To join our growing team, please review the list of responsibilities and qualifications.

## Responsibilities for compensation analyst, senior

* Participates in salary and compensation practice surveys
* Research external market pricing for benchmark positions
* Manipulate and analyze large data sets to distill insights from the numbers and convey findings to business partners
* Assist with annual compensation processes, including base salary merit increases and equity grants
* Work on core compensation projects and improve internal processes to scale looking
* Ensure appropriate level of compensation governance across supported teams
* Participate in the development, review, implementation, and administration of new/revised compensation programs with limited supervision
* Responsible for completing moderately complex compensation projects with little or no supervision/guidance
* Assist with any required communication and change management related to the administration of current plans or the revision or creation of new compensation programs
* Support internal business leaders by researching and responding to questions, interpreting policies, and otherwise assisting with compensation-related issues

## Qualifications for compensation analyst, senior

* BA/BS in quantitative-focused major
* Five (5) years of varied compensation experience
* Certified Compensation Professional highly preferred
* Leads the administration of compensation programs, including tracking global employee populations and data, coordinating global payout process and communications, and Sr
* Leads the administration of Corporate Recognition Programs
* Serves as primary compensation contact to human resources (HR) Managers to provide advice, direction and guidance on broadly defined compensation matters