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# Example of Compensation Analyst, Senior Job Description

Our company is looking to fill the role of compensation analyst, senior. If you are looking for an exciting place to work, please take a look at the list of qualifications below.

## Responsibilities for compensation analyst, senior

* Performs complex compensation research and analysis by gathering and interpreting data
* Responsible for participation in annual Salary Surveys, analyzing trends and gathering current market data information
* Evaluate market data to recommend modifications and/or changes to salary structure
* Conduct statistical analysis, data modeling and costing of pay programs
* Provide analytical support for compensation initiatives
* Analyze changes in salaries or salary grades that deviate from the Company’s compensation philosophy
* Partner with the HR Manager/Generalist to provide support and council for client issues
* Work with staffing and business clients to assist in hiring/retention/development of employees
* Partner with Payroll to process bonus, merits, and any additional compensation related inquiries
* Collaborate with HRIS to ensure the integrity of employee and job data within the HRIS system

## Qualifications for compensation analyst, senior

* Interpret state and federal wage, salary and hourly laws and regulations to ensure compliance and advise management accordingly
* Knowledge of compensation principles, practices and standards and methods and processes for collecting, analyzing, interpreting and reporting data
* MA in Human Resources
* Monitors the effectiveness of existing compensation policies, guidelines and procedures recommending plan revision new plans that are cost effective and consistent with compensation trends and corporate objectives
* Works closely with the Benefits team to ensure programs are viewed and designed to support the total reward philosophy of the organization
* Bachelor’s degree in HR, Business Management or related discipline from accredited university