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# Example of Compensation Program Manager Job Description

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

## Responsibilities for compensation program manager

* Develop enablement framework for reporting, information, education, and strategies that support talent acquisition, people consultants, and senior leaders in structuring compensation packages for key talent
* Oversee executive and manager enablement and change management for equity
* Partner on the development and delivery of analysis and reporting that enables data-driven decision-making for managers and program leadership
* Ensure program integration with global compensation team, equity compensation, legal, talent acquisition, people analytics, executive onboarding, succession management, workforce planning, and leadership development programs
* Support M&A due diligence
* Manage the integration process post-acquisition, working across multiple teams from core functions to ensure effective and smooth integration of newly acquired companies
* Support the development and delivery of regular executive communications that provide valuable insight into the diligence and integration process including status, issues and risks, and suggested resolutions
* Create strategy and carry out on compensation change management and enablement
* Facilitate senior management promotions process with the Corporate Leadership team
* Design new Total Rewards programs and drive improvements to existing programs by constantly seeking out input on how these programs can be improved

## Qualifications for compensation program manager

* Change Management – Communicate change effectively, build commitment and overcome resistance, evangelist
* Leadership & Judgement -Motivate and accept feedback from others
* Stakeholder satisfaction – Meet customer commitments & resolve customer situations
* Analytical – Synthesize complex or diverse information and meet commitments
* Problem solving – Identify & resolve problems in a timely manner
* Quality – Applies feedback to improve work stream performance