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# Example of Compensation Job Description

Our innovative and growing company is hiring for a compensation. We appreciate you taking the time to review the list of qualifications and to apply for the position. If you don’t fill all of the qualifications, you may still be considered depending on your level of experience.

## Responsibilities for compensation

* Counsel recruiting team and HR community on structure of pay packages to be offered to prospective candidates
* Conduct ad-hoc analyses to evaluate and recommend pay adjustments to maintain internal equity and external competitiveness
* Responsible for the design, development and implementation of market leading yet cost-effective salary and equity programs to build a unified culture
* Review organizational structure, job evaluations, and financial statistics and negotiate final program
* Develop techniques to compile, prepare and present data in response to special requests from internal divisions, survey companies and the general industry
* Understand the customer needs and design work plans accordingly
* Track and manage how compensation policies and practices align with the pay for performance principle
* Provide compensation consulting and analysis for North American Corporate, Retail and Distribution/ Consumer Service business units with 1,700 Corporate employees and 9,000 store-based employees
* Implement global job evaluation initiatives aligned with our talent management strategy
* Contribute on projects and teams working on major initiatives (for example) global HRIS implementation

## Qualifications for compensation

* Proficient knowledge in Compensation industry trends and methodology
* Compensation experience within financial services preferred
* Monitoring trends in the competitive market and ensure programs continue to align with best practices and support the attraction and retention of qualified talent
* Ability to work cross-functionally and partner, collaborate, and influence with various functions involved in the compensation management process
* Three years Compensation or Human Resources experience
* Five years Compensation, Human Resources, or HRIS experience