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# Example of Director, Compensation Job Description

Our growing company is searching for experienced candidates for the position of director, 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 director, compensation

* Partner with HR generalists and serve as key on all compensation matters, including promotion/adjustment recommendations, benchmarking, compensation strategy and budgeting
* Review, analyze and make recommendations regarding base salary programs, incentive compensation programs, variable pay programs, and executive compensation programs for internal and external competitiveness
* Conduct and supervise the participation in complex compensation surveys to determine and maintain a competitive position and recommends changes to ensure that compensation objectives are met
* Research and identify trends and issues that impact compensation on proactive basis toward achievement of business objectives
* Assist in the negotiation and collaboration with Service Delivery — to deliver compensation administration for non-executive pay to create transparency, ease of use for associates and supervisors and which is effective in driving customer centric emphasis
* Guide training and development activities in the area of compensation management and rewards for HR and business leaders
* Develop models, analyses and reports for compensation planning and forecasting
* Collaborate in the design and development of a new integrated organization wide compensation recommendation system
* Work with local HR staff and management to develop compensation solutions, practices, and plans that support a strong market-based pay for performance environment
* Develop and provide custom reports, analysis, and consulting to clients to ensure compensation programs align with the business strategy and are market competitive

## Qualifications for director, compensation

* Experience in ensuring compliance and cost effective of programs and policies
* Experience with salary surveys, benchmarking analysis and job classifications
* Experience with Total Rewards components
* BA/BS required, Masters in HR or related field preferred
* Managing salary administration programs, including job evaluations and lead participation in salary surveys
* Manage bonus and equity program administration processes