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# Example of Director, Compensation Job Description

Our company is looking to fill the role of director, compensation. To join our growing team, please review the list of responsibilities and qualifications.

## Responsibilities for director, compensation

* Develops practice-specific compensation program recommendations, and when necessary, works with Managers and Practice Leaders to develop job descriptions and to define and/or apply the compensation structure
* Assures compensation programs directly support strategic goals and are competitive, cost effective, and comply with all applicable laws and regulations
* Act as an internal consultant in the design and implementation of sales and other specialized compensation programs
* Provide on-going compensation consulting services such as job evaluation, external market pricing and policy interpretation
* Develop and conduct training and education on compensation programs for clients as needed
* Monitor the effectiveness of and provide compensation consulting services in the areas of job design, job evaluation, competitive market analysis and job requisition review
* Ensure timely completion of compensation projects
* Consult with Managers on interpretation of compensation policies and programs
* Collaborate with the global Compensation team to design special incentive programs, including sales incentive plans that are aligned with business strategies and objectives
* Lead or participate in enterprise wide compensation projects

## Qualifications for director, compensation

* 7+ years of related experience and at least 2 years of leadership and management responsibility
* Excellent spreadsheet and database management skills
* Annual merit and bonus program
* In-line promotion program
* Semi-annual Sr
* Lead the design, development and implementation of the COE area of focus on a division wide level