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# Example of Global Compensation Job Description

Our growing company is looking to fill the role of global 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 global compensation

* Oversee short term and long term incentive plans for the company, ensuring that they are designed to drive employee performance, retention and attraction in line with business objectives, are market competitive, are legally sound and managed/administered accurately and effectively
* Establish operational objectives and work plans, and manage compensation operations, including year-end merit increases, bonus payouts and equity grants globally
* Acts as an advisor to the HR Business Partners on compensation topics including offers, pay adjustments, policy interpretation, severance packages, recognition, and restructuring
* Partner with HRBP on short-term incentive executive and employee goal setting
* Evaluate and monitor sales incentive plan designs
* Take a lead role in due diligence and integration for acquisitions
* Develop and maintain compensation dashboards and analytics
* Manage international and local reward guidelines and pay ranges in the regions
* Provide technical and consultative support to the assigned regions, countries and site on compensation and job leveling related initiatives
* Manage cyclical projects

## Qualifications for global compensation

* Solid foundation in compensation theories and practices
* Minimum of 7 years of progressively responsible compensation experience, preferably with an international focus
* Negotiates well in difficult situations and drives for results in a collaborative way
* Demonstrated ability to build relationships with and influence people at all levels of the organization
* Broad, global compensation experience, with particular emphasis on sales plan design, metrics and alternative equity arrangements
* Knowledge of investment management industry or investment banking required