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# Example of Manager, Compensation Job Description

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

## Responsibilities for manager, compensation

* Manage the administration of compensation (exempt and nonexempt cash compensation programs) for staff including the processing, recording and reporting of compensation-related actions taken on salaried and non-salaried employees
* Keep apprised of global, federal, state and local compensation laws and regulations in order to ensure firm compliance
* Calculate various accruals, forecasts and calculations
* Facilitate and resolve day-to-day compensation issues and requests in support of field sales and operational customers, by answering questions and addressing issues in a timely and professional manner
* Utilize advanced analytical skills to provide detailed analyses of all aspects of sales compensation, including modeling, plan effectiveness, design alternatives and cost implications
* Perform ad-hoc analysis to calculate and determine special sales compensation exceptions and cases
* Assist in creation and research of Strategic Account Executive compensation to ensure we are enabling the right behavior for driving large, long term, and complex deals
* Act as point person for legislative and regulatory changes impacting store and non-store associates
* Evaluate market environment to ensure competitive pay practices are in place that also support the global philosophy
* Evaluate current and develop new local programs in partnership with HR to drive desired behavior (sales incentives, retention programs)

## Qualifications for manager, compensation

* Bachelor’s degree in business, HR or related major
* Eight to ten years compensation experience
* Support regional compensation colleagues (Indianapolis, Canada, Latin America, ) in delivery of key compensation processes and programs
* Designing, overseeing and implementing compensation and benefits programs
* Monitoring salary structures
* Balancing staffing needs with cost controls