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# Example of Manager, Compensation Job Description

Our innovative and growing company is looking to fill the role of manager, 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 manager, compensation

* Keeping apprised of Federal, State and Local compensation laws and regulations to ensure company compliance
* Support strategic initiatives and advise HR generalists on compensation matters to enhance and develop the knowledge and skills of the HR professionals in the area of compensation
* Develop programs to educate leaders/managers on compensation programs to reinforce the organization’s culture and compensation principles
* Assist with driving and directing annual compensation processes (i.e., merit, bonus, and equity) to ensure successful delivery, competitiveness, and alignment with the company’s compensation philosophy
* Develop and implement a sales compensation program to achieve desired employee outcomes and meet long-term goals for overall success and retention within the sales organization
* Develop comprehensive job descriptions for all functions and levels of positions within the organization
* Conduct annual compensation benchmarking and make recommendations to leadership for strategic alignment of global and local compensation programs
* Support, enhance and develop HR team on strategic initiatives related to the organization's culture and compensation principles
* Provide thought leadership and assist with annual compensation processes
* Focal tool program management—Understand system functionality and identify opportunities for improvement to business and system processes

## Qualifications for manager, compensation

* Ensuring that policies, procedures and programs are in alignment with the organization's overall strategic objectives and HR vision
* Bachelor's degree in Human Resources, Finance, Business or a related discipline
* 8+ years professional work experience with background in Compensation
* Technical competence in HR compensation, including strategic thinking, problem-solving and analysis
* Ability to lead large scale projects and motivate direct and indirect teams effectively
* Ability to interface with all levels of associates and executives