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# Example of Manager, Compensation Job Description

Our company is growing rapidly and is hiring for a 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

* Oversee the development administration of compensation programs
* Provides direction on severance related issues
* Manage daily activities of the compensation department
* Conduct and participate in compensation surveys or special compensation studies for purpose of maintaining the internal, external and individual equity while ensuring total compensation policies remain competitive by establishing standards and reviewing work of Compensation specialists
* Advise, evaluate and make recommendations concerning job benchmarking, promotions/transfers and restructuring processes, and other cases involving problems that need to be resolved
* Participate to the salary increase and bonus year-end process, including training and communication to HR partner and manager
* Work closely with Domtar’s HR community and/or line managers to meet the unique requirements needs of the various business units and employee groups
* Provide support associated with the due diligence and integration phases of mergers and acquisitions, with internal reorganizations, downsizings and divestitures as needed
* Leads compensation and benefit planning across sectors in Japan collaboratively working with regional Total Rewards team
* Implements various compensation programs which involve revision, development and /or redesign of existing compensation programs aligned with global compensation philosophy

## Qualifications for manager, compensation

* Supports the business in the development and management of variable compensation programs that influence organizational and individual performance, place SHIP in a competitive position within the various labor markets in which SHIP competes to attract and retain talent
* Provides ad hoc support and problem solving to address compensation inquiries
* Skilled in accounting and budgeting, modeling and forecasting processes, accruals, economic and financial analysis tool
* Large, multi-national organization
* Must demonstrate flexibility and have experience working with different types of organizations including vendors, consultants, providers, clients
* Experience with compensation systems and HR Information Systems required