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# Example of Sales / Compensation Analyst Job Description

Our company is searching for experienced candidates for the position of sales / compensation analyst. Thank you in advance for taking a look at the list of responsibilities and qualifications. We look forward to reviewing your resume.

## Responsibilities for sales / compensation analyst

* Provide financial analysis support to the Operations team other teams within the Sales Compensation team
* Discovery and design of new reports and compensation statements
* Support Callidus TrueComp Sales Compensation Software Implementation
* Main point of contact for resolution of EBU sales compensation inquiries within defined SLAs and with a high level of quality and professionalism
* Develop a deep understanding of end to end compensation process
* Develop and maintain QA metrics/KPI’s to ensure progress
* Participate in ongoing projects to define, document and develop control requirements
* Proactive approach on identifying opportunities for additional automation and/or process streamlining
* Continually enhance efficiencies in current processes, provide and maintain detailed documentation
* Develop new processes to avoid further discrepancies, and which resolve systemic issues

## Qualifications for sales / compensation analyst

* Proficiency in MS Office with a strong emphasis on Excel, including charts, graphs, pivot tables, vlookups, logic based formulas and other advanced capabilities
* Ability to work independently, on multiple tasks with excellent time management and organizational skills required
* Experience/knowledge of CSG required
* Bachelor Degree Business Administration, Finance, Accounting or related field technical degree
* Experience with Xactly is a STRONG PLUS
* Ability to work independently, with minimal supervision, and use sound judgment