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# Example of Sales / Compensation Analyst Job Description

Our growing company is looking to fill the role of sales / compensation analyst. 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 sales / compensation analyst

* Define QA/validation work with cross-functional teams to build validation rules & controls to catch issues before they arise
* Comfortable working with various levels of sales organization (rep, manager & director)
* Develop and maintain reporting dashboards for internal teams and sales management to have visibility of the types of inquiries being raised by their teams
* Work with extended teams
* Liaise with IT to determine appropriate system fixes and timelines associated
* Provide effective communication to and follow up with, specific departments for escalation and resolution processes
* Partner with cross-functional teams to coordinate efforts in researching, addressing and resolving compensation inquiries
* Reporting and analytics on Corporate Channel payments
* Provide coaching and support to the team to bring out optimal performance in meeting their objectives through both open communication and with a professional attitude
* Manage end to end SCP process for your countries/segment/functions respecting deadlines

## Qualifications for sales / compensation analyst

* 3 years’ working experience in a sales and/or numbers-driven role in Sales Operations, HR (Reward/Comp & Ben) or Finance
* Although this is an individual contributor role
* BA/BS or equivalent, MBA desirable
* 5+ years progressive analytical/program management or sales operations or finance experience
* General knowledge and appreciation of sales roles and the sales processes
* Ability to influence desired results through indirect staff