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# Example of Senior Manager, Compensation Job Description

Our innovative and growing company is searching for experienced candidates for the position of senior manager, compensation. Thank you in advance for taking a look at the list of responsibilities and qualifications. We look forward to reviewing your resume.

## Responsibilities for senior manager, compensation

* Influence senior members of HR and the business
* Balance conflicting priorities and business needs to develop sound solutions
* Manage vendor relationship in partnership with IT
* Partner with senior HR and business leaders to develop and deliver innovative compensation programs that exceed the needs of the Technology and Digital organizations
* Deliver expert compensation consulting and develop creative solutions on a variety of total compensation issues including the setting of appropriate pay levels, base pay, and annual incentive pay
* Lead strategic compensation projects, key initiatives and processes horizontally across client groups, corporate compensation team, and HR
* Execute annual rewards cycles for clients including merit, bonus, LTI and promotion payouts
* Drive benchmarking efforts, which includes strategy and methodology, survey selection, special studies, market intelligence
* Support mergers and acquisitions in due diligence and post integration phases as needed
* Manage job architecture and structures for overall Technology and Digital businesses

## Qualifications for senior manager, compensation

* 3 years of experience leading cross-functional efforts
* Lean, Agile, and Six Sigma certifications
* Provide thought leadership on compensation and related topics both within the Corporate Compensation community and with clients
* At least 2 years of experience in Technology industry
* At least 3 years of experience in client facing/consulting role
* CCP - Certified Compensation Professional