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# Example of Senior Manager, Compensation Job Description

Our company is hiring for a senior manager, compensation. To join our growing team, please review the list of responsibilities and qualifications.

## Responsibilities for senior manager, compensation

* Partner with sales and marketing senior leadership to define and develop a compensation program that aligns with the organization’s strategic plan and which drives incremental sales growth
* Analyze and evaluate compensation programs for the organization, recommending and implementing new and improved programs that are cost-effective and provide competitive positioning
* Develop and integrate marketing communication campaigns that create awareness and motivate field individuals to drive incremental sales performance
* Leads the development, implementation, and maintenance of sales incentive programs, including budget and forecast that align with the business objectives of the franchises
* Lead the compensation and performance management operations for the Business Area and its affiliates
* Partner with senior HR members and business leaders to develop a thorough understanding of the requisite business model, the financial outlook and growth plans, organization’s core jobs and functions, workforce dynamics, and competitive landscape of market factors
* Optimize and execute enterprise-wide executive compensation programs and processes in the areas salary pay planning, executive compensation, reward & recognition programs, employee perquisites, incentives, and performance management
* Act as an internal resource on marketplace trends, relevant laws and regulations, and competitive programs
* Provide internal customers with analytics and recommendations regarding compensation programs and initiatives
* Managing the vendor relationship with our contracted Incentive services partner

## Qualifications for senior manager, compensation

* 5 years of experience in Compensation, HRIT, Accounting or Finance
* Team player who can function well in an interactive environment
* A Master's degree in finance or an MBA along with leadership experience and demonstrated competence of advanced analytical methodologies
* 3-5 years with significant elements of above duties required
* 5+ years’ experience in a human resources role in the workers’ compensation field with a good understanding of workers’ compensation insurance and claims
* Must possess excellent written and verbal communication abilities, including effective presentation skills to all levels of the organization