



Example of Compensation Lead Job Description

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Our growing company is looking to fill the role of compensation lead. 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 compensation lead

- Build and manage financial models (burden rate analysis, total rewards quantification, compensation planning, etc)
- Draft and delivery of C&B due diligence reports
- Work with the business unit on executive compensation, employee grade leveling and compensation packages
- Design and deliver Total Compensation presentation and individual compensation packages
- Develop compensation, benefits and equity proposal in support of the acquisition strategy
- Analyze target company data to identify key HR-related financial exposures in a due diligence context, including those related to compensation and benefits plans
- Partner with the HR M&A Deal lead, Project Manager, Transition lead and extended HR partners on addressing integration issues (e.g., immigration, relocation, payroll readiness, hire day logistics and stock option plans) to ensure a smooth transition for the acquired employees
- Build project list plan around C&B solutions for up to 2 years in advance, lead and drive projects by clearly defining project objectives, C&B issues to be addressed, requirements, limitations and constraints, improvements, alignment, standardization, knowledge sustainability needs, resources and timelines
- Plan and execute project management by defining project stages, setting

- Monitor and access project progress on a regular basis, follow up and control the status and completion of stages

Qualifications for compensation lead

- Three years of Oracle enterprise resource planning (ERP), Human Capital Management (HCM) implementation, and upgrade experience
- Experience with Incentive Compensation Software (Optymyze, Ibm Cognos ICM, Synogy, Xactly), SAP-BW, Visual Analytic tools
- Intermediate-to-Advanced Microsoft Excel (pivot tables, macros, vlookups, etc) skills are required
- University degree or related required (All majors accepted)
- English & Portuguese language fluent, multi-lingual with strong written and verbal communication skills - business fluent
- Must be able to understand and explain detailed and/or complex accounting guidelines and procedures