



Example of Compensation Lead Job Description

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

Responsibilities for compensation lead

- Lead, coach and mentor divisional compensation team members to deliver excellence to every internal and external customer
- Ensure the HR testimony and exhibits are prepared in accordance with the various regulatory policies and are in compliance with the Cost of Service Exclusion Policy and other regulatory policies
- Develop strong working relationships with the various regulatory teams internal and external counsels to ensure the effectiveness of the working groups
- Gather total rewards information required for the completion of the competitive compensation and benefit assessments for management and union benchmark studies
- Prepare draft testimony and exhibits for the initial filing, supplemental filing and rebuttal filing and manage the edits with various stakeholders
- Prepare pre-filing questions to be submitted either with the rate filing or once the rate filing is filed with the regulatory authority
- Manage the interrogatory process during the discovery phase
- Participate on daily PMO calls during the discovery phase and be the primary HR contact for all interrogatory requests
- Complete and maintain a matrix of the key HR cost elements by operating entity (variable pay, healthcare expenses, pension and other post-employment benefits) and explain how the rate year level of expense is derived and what level is recoverable in rates
- Prepare presentations required for Steering Committee meetings, HR

Qualifications for compensation lead

- 3+ years of experience leading high performing teams, including experience creating a culture that fosters engagement
- Has experience and can execute data-related analytics - Synthesize data and determine the optimal C&B offerings for acquired leaders and employees, balancing benefits and costs
- M&A and Compensation & Benefits experience, preferably also experience in other HR disciplines
- Ability to perform in an ambiguous environment and make decisions in short timeframes
- Confidence to respond quickly in unfamiliar situations, relying on both data and judgment to help navigate the fast moving M&A environment
- Strong customer service skills partnership with teams and the business