



Example of Compensation Manager Job Description

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Our growing company is looking for a compensation manager. 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 manager

- Analyze results of surveys and develops specific recommendations for review by firm leadership
- Manage one compensation analyst
- Collaborate with the firm's HR, Legal, Application Support and Finance teams
- Oversee market studies and participation in global compensation surveys
- Lead company-wide compensation processes
- Manage the development and implementation of policies, processes, structures, guidelines and programs for Compensation across the organization
- This position is a subject matter expert for wage and hour laws and drives compliance across all compensation programs
- Develops recommendations for design changes to compensation programs, such as competitive pay, variable compensation, hourly compensation programs to address market competitiveness and wage and hour law
- Lead review, design and development of the variable part in channel compensation plans
- Measure performance by conducting regular and ad-hoc analysis on effectiveness of channel compensation plans and provide analytics/insights/formulate recommendations to better allocate investments in the compensation plans

Qualifications for compensation manager

- Strong project management experience – ability to navigate across business units in a large organization
- Strong analytical and problem solving skills – ability to manage day to day assignments large strategic initiatives
- Ability to understand and summarize data, and provide recommendations to management
- Strong presentation skills – ability to deliver information in a clear and concise manner
- Global annual salary budgets
- Ability to influence and advise effectively (written and verbal) with both associates and managers