



Example of Global Compensation Job Description

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Our innovative and growing company is looking for a global compensation. Please review the list of responsibilities and qualifications. While this is our ideal list, we will consider candidates that do not necessarily have all of the qualifications, but have sufficient experience and talent.

Responsibilities for global compensation

- Documents and evaluates jobs, including responsibilities, qualifications, and requirements, and recommends appropriate salary tiers, titles, and job levels
- Manages the global Deliver to Win project incentive plan, including evaluating effectiveness of the plan, recommending plan design changes and opportunities to expand the plan, and ensuring ongoing alignment with operational objectives
- Key leader on cross functional team including finance, business development, HR and operations in the design and implementation of a variable pay program to reward business development success
- Participates in annual review and strategic approach to implementation and communication of short term management incentive plans
- Provides thought leadership on the strategic direction and design of the global variable pay programs drive changes necessary to move towards best practices
- Partners with and influences senior business leaders, functional partners and HR partners to design, evaluate and recommend compensation programs that align with company's total rewards strategy and philosophy
- Manages and develops a team supporting variable pay programs, and is a key member of the global compensation leadership team
- Works closely with communications and change leaders to ensure effective implementation, and ongoing communication about global variable pay programs

- Works with Business Unit Compensation teams on changes to current and existing variable pay plans to ensure ongoing alignment with the company's variable pay strategy, and existing programs

Qualifications for global compensation

- Ability to work independently, as part of a team and lead others
- Minimum of 15 years of compensation experience, with demonstrated experience within a diversified financial service organization including asset management required
- Demonstrated success in leading teams across multiple locations
- Demonstrated history of leading through major organizational change, including experience with merger and acquisition activities
- Ability to build consensus across different constituencies and all levels
- Knowledge of regulatory and legislative matters that impact compensation design/structure