Our company is growing rapidly and is looking for a rewards analyst. 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 rewards analyst

- Analyze and report on Kohl's Charge and Y2Y Rewards acquisition performance
- Through data insights, plan and implement acquisition based strategies, both internal and public facing
- Ensure the integrity and accuracy of all Kohl's Charge and Y2Y Rewards data across internal reporting
- Provide project based support on other initiatives such as vendor optimization, HR Operational Excellence and intranet updates
- Provide peer review support and back up for other team members
- Work directly with market pricing analysis to ensure market data are reasonable and client specifications are met, and, as needed, revisions are completed
- Create exhibits to compare market compensation data to client compensation data
- Apply technical and research skills to understand financial performance, talent management trends, and pay practices and policies for a particular client and within the broader marketplace
- Use Research Insight and public filings to gather financial data
- Develop peer groups – list of organizations against which the client organization is compared (e.g., based on revenue, brand, industry, ) and/or are the client's direct competitors

- Determine methods of analysis, data gathering, and format of output
- Demonstrated ability to complete quantitative analysis using multiple data sources
- Preference will be given to candidates with experience in Card Based Payments solutions, including point-of-sale (POS) and merchant acquiring-side capabilities
- Security OAuth Standards
- Bachelors Degree in Business or comparable
- Highly intelligent, quick learner, insightful, observant, organizationally aware plus meeting all the LS&Co