Our company is growing rapidly and is looking to fill the role of rewards analyst. If you are looking for an exciting place to work, please take a look at the list of qualifications below.

Responsibilities for rewards analyst

- Use Mercer's proprietary tools and public filings to gather pay practices and policies
- Work closely with senior consultants or project managers to determine the exhibits to be included in the final client presentations which typically involves a high level of customization
- Commensurate with experience, serves as a day-to-day client contact for project areas including data requests and data management
- Support manager on compensation program alignment among different BU/SMUs including STI/bonus scheme streamline, pay elements and structure standardization, in the North Asia region
- Support manager on benefit policy harmonization across BUs in North Asia region including leave entitlement harmonization, group insurance package standardization
- Oversee the administration of defined benefit, defined contribution and retiree medical plans for Canadian employees or former employees
- Oversee the administration of medical, dental, life, disability and other benefit plans for all Canadian employees
- Evaluate new or modified jobs using the Mosaic job evaluation process and assign jobs to salary structure and grades based on relevant market data
- Support communications, training and bonus sustainment activities, at a site level, to further the understanding and effectiveness of annual incentive plans
- Maintain attention to detail when validating data, spreadsheets, models and presentations

- Ability to create presentations and present complex information tailored to the appropriate audience
- Able to demonstrate solid working knowledge of compensation or benefit practices
- CEP Certification
- Experience with Human Resources Information Systems (e.g., Oracle) a plus
- Able to multi-task and balance competing priorities in a fast-paced environment
- University degree in Human Resournces or Industrial Engineering