

CLIENT OVERVIEW

The client is a professional services firm that works side by side with companies to help develop and deliver products that drive customer value and company results. From R&D to portfolio strategy, customer insights, marketing and sales strategy, operations and technology, the firm leverages its deep industry expertise and leading-edge analytics to create solutions that work in the real world.

ROLE DESCRIPTION

The Global Compensation Consultant will report directly to the Global Compensation Lead and play a key role in administration of compensation programs for employees worldwide including the bi-annual raise and bonus review processes. This role will routinely work with senior leadership on a variety of projects including salary benchmarking, compensation data analysis, compensation program administration, and offering compensation best practices.

REQUIREMENTS

- Conduct research and analyze employee and market benchmarks to summarize findings, draw insights, and support recommendations on compensation programs and initiatives
- Provide compensation guidance and analytical support in complex aspects of the development of salary ranges and bonus allocations
- Develop complex spreadsheet models for financial analyses to determine the impact of compensation plan proposals or changes
- Review proposed salary adjustments for conformance to established guidelines and recommend any corrective actions to resolve compensation related challenges
- Provide training and guidance to talent acquisition team on using salary ranges with geographical differentials and create playbook or educational material
- Develop and document compensation procedures to streamline processes
- Support other compensation projects as needed based on company and team's objectives

QUALIFICATIONS

- Bachelor's degree required, master's degree preferred, in a relevant field (i.e. mathematics, statistics, finance, engineering, industrial/organizational psychology or related discipline)
- Minimum 5-8years of relevant work experience in compensation analysis and administration
- Certified Compensation Professional (CCP) certification, PHR or SHRM-CP a plus
- Strong problem solving and troubleshooting skills with experience exercising mature judgment