

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 Compensation Data & Analytics 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

- Support the development, implementation, and administration of compensation programs from start to end across all business areas
- Support the market compensation survey and benchmarking process, analyze market trends / results, and use findings to drive innovation in compensation plans
- Analyze hiring / attrition trends to understand market movements and advise on effective strategies to attract and retain talent
- Partner with recruiting to develop competitive new hire offer packages
- Help with the implementation of new compensation programs and policies
- 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
- Work with the HR Reporting team to leverage existing infrastructure to set up scalable processes, and identify and recommend infrastructure tweaks where appropriate
- Develop and document compensation procedures to streamline processes

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
- Strong analytic skills/comfort in data analysis, including advanced MS Excel modeling & data manipulation skills and ability to manage reports & dashboards
- Experience working in a global professional services environment preferred
- The client is a global consulting firm; fluency in English is required, additional fluency in at least one European or Asian language is desirable.