



**Frank Allen & Associates, Inc.**  
Executive Placement Human Resources Since 1985

## **Compensation Manager – to \$120k & Bonus**

- NYC / Avenue of the Americas

- Compensation plan design, analysis and financial modeling in Excel
- Build relationships with HR Business Partners to provide day-to-day consultation on salary and short-term incentive matters. Make pay recommendations to maintain internal equity, external competitiveness and ensure compliance with all regulatory requirements Lead year-end merit and bonus processes for 1,200+ global corporate staff; support compensation-related analyses for 12,000+ domestic field employees; support international field employee analyses as necessary; exposure to executive compensation
- Prepare analyses for Management and Compensation Committee meetings
- Participate in compensation surveys, analyzing results and trends and evaluating company's market competitiveness
- Participate in global compensation projects and work teams
- Conduct training and education on compensation programs, as needed
- Familiarity with HRIS, data integrity and data analysis

### **Qualifications:**

- Bachelor's degree in Business, Finance, Mathematics or related field. CCP or related course work preferred
- Minimum 7+ years of progressive experience in compensation administration or compensation consulting
- Very strong Excel modeling skills (Finance experience is a plus)
- Strong quantitative and analytical abilities with attention to detail along with strong Business/Financial acumen
- Ability to prioritize, multi-task and maintain flexibility in a service-oriented environment (experience with retail field workforce is a plus)
- Project management skills
- Experience with base and variable compensation programs required; sales incentive a plus
- Knowledge of federal and state laws and regulations relating to compensation
- Excellent oral and written communication
- Familiarity with HRIS functionality and ad hoc reporting
- Team player with a demonstrated ability to work collaboratively with a wide range of people at all levels of the organization

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