

LEE HECHT HARRISON

The Role

The Director, Global Compensation serves as a highly visible subject matter expert (SME) who leads and directs the design, development, implementation, delivery and administration of salaried and hourly compensation programs, including annual merit, short- and long-term incentives and sales incentives, for a global business operating in 18 countries. Operates in a collaborative matrixed team to ensure flawless process execution and team delivery. Ensures business plans and programs are designed and aligned to a common framework to create a competitive and equitable compensation strategy to attract, engage, and retain key talent.

About Lee Hecht Harrison

Organizations in every industry are facing unprecedented disruption. Innovation technologies, changing regulations, increasing consumer demands and radical, new competitors are forcing companies to constantly renew their business models just to stay alive. But while many organizations are planning change, their workforce is often stuck in their old ways. This has negative impact on trust and employee engagement. It puts both the organization's employer brand and results at risk.

At Lee Hecht Harrison we believe in an integrated Workforce Transformation plan. LHH is a global market leader in Career Transition and Talent Development services in more than 70 countries with 400 office locations. We are growing as we expand our business capabilities, so this is an exciting time to join our team! We help businesses transform their workforce, so they can accelerate performance. Learn more about how we help businesses thrive in an ever-changing world by visiting us at www.LHH.com.

Reporting Relationships:

- Reports directly to EVP, Human Resources
- No Direct Reports

Location:

- Global Headquarters located in Maitland, FL

Major Responsibilities

- Provide consultative leadership and direction on assigned compensation and salary administration programs, initiatives and activities by designing, modeling, implementing, evaluating performance of and maintaining global incentive plans.

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- Manage all aspects of global compensation including base salary structures, maintaining and managing Adecco Job Grading levels within the local structure, and manage new job evaluations. Align titles as needed to fit within our global structure.
- Collaborate with hiring managers, HR Business Partners (HRBPs) to conduct role assessment, create descriptions and evaluate market pricing to recommend compensation structure and level. Provide consultation on pay decisions.
- Review, update and maintain written job descriptions, determine legal compliance and ensure adherence to company standards.
- Utilize market survey data to determine competitive pay alignment. Model cost implications for proposed compensation changes.
- Participate in annual compensation planning and related processes, including merit and bonus administration.
- Conduct ad hoc analyses and consultation regarding internal equity, pre-offer new hire recommendations, and other compensation related requests.
- Participate in a variety of compensation related projects as assigned.
- Leads and participates in special projects and performs other duties as assigned.

Required Experience/Characteristics

EDUCATION/EXPERIENCE & OTHER POSITION REQUIREMENTS:

Bachelor's degree in business, human resources, finance or a related field with a minimum of five (5) years of finance or human resources experience with a significant focus on compensation administration, specifically in a global environment. Demonstrated systematic approach to compensation solutions. CCP certification is preferred.

COMPETENCIES:

- Experience with international compensation plans outside of North America in such regions as EMEA and APAC.
- Excellent verbal, writing, interpersonal and consultative communication skills with all levels of employees and management.
- Proficiency with Word, PowerPoint, and Outlook.
- Expert capability in Microsoft Excel, including demonstrated ability with pivot tables, macros, and advanced formulas.
- Experience with job evaluation tools (Willis Towers Watson experience preferred)
- Orientation to automate manual processes wherever possible.
- Ability to focus on customer needs with a commitment to quality and customer service.
- Ability to develop, improve and/or streamline processes to meet established goals and objectives.
- Ability to demonstrate expertise in conflict resolution, influence and negotiation.

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- Ability to demonstrate business and financial acumen, understand various lines of business and provide effective solutions to address business needs.
- Knowledge of and the ability to apply best practices and leading trends in traditional and sales compensation, including market pricing/benchmarking and creating incentive plans.
- Ensures data integrity and tracking of global data, ensuring programs meet the needs of the business, are market-competitive and are compliant with local legal requirements and internal policies.
- Knowledge of and the ability to interpret compensation related legislation, and its impact on the business.
- Must be well organized, able to prioritize work, manage time effectively, and follow through on work commitments.

TO APPLY:

Forward your resume to Sharon.Patterson@lhh.com with “Director, Global Compensation” in the subject line.