**Senior Compensation Analyst**

Are you wanting to work for an organization with a strong culture and 94th percentile employee engagement? If so, Bryan Health is an amazing place for an HR Professional to build a career.

The Senior Compensation analyst is responsible for the development, implementation and maintenance of the Health System's management and non-management compensation systems. Develops and maintains the master file of job descriptions, standards of performance, and related competencies. Completes market surveys and performs annual market review of the data. Works with policy and procedure applications. Coordinates with Payroll and Human Resource Information Systems (HRIS) on activities related to the HRIS/payroll system.

**How will you qualify?**

Bachelor’s degree in Human Resources or Business Administration required. Minimum of five (5) years experience in direct compensation administration preferred. Strong technical skills.

* Expertise in leading compensation design changes from concept to execution.
* Strong technical skills.
* Excellent interpersonal and customer service skills.
* Strong ability to build rapport and create collaborative relationships
* Strong analytical and problem solving skills

**What will you be doing with your time?**

* Assists with the development and administration of the compensation programs for the various entities within the health system, to include establishing and maintaining equitable pay structures within the organization.
* Assists in developing and maintaining the necessary documentation to assure the compensation program is monitored and communicated appropriately.
* Assists with the annual assessment and determination of compensation changes necessary to maintain competitive positioning in the marketplace.
* Assists with determining financial impact related to recommendations regarding compensation changes as may be required.
* Works directly with department or entity leadership in addressing positions that may require changes; conducts job analysis/audits as necessary to determine appropriate salary grade; recommends appropriate pay grades for reclassifications, pay range changes, or new positions.
* Coordinates and maintains the organization's job classification system, to include the determination of FLSA status; collaborates with Employee Health Services in the determination of physical requirements for specific positions.
* Conducts and participates in surveys of local, regional, and national pay and benefits practices; maintains the organization's library of survey data.
* Reviews and assists departments with the creation and maintenance of job descriptions and job standards; assists with meeting Joint Commission requirements of maintaining current job descriptions in appropriate repository.
* Assists and provides information to leadership and employees regarding issues related to compensation and classification questions.
* Researches special compensation programs or incentive programs to support the organization's objectives.

***Great perks for you!***

• Attractive Compensation Package • Retirement Savings Account 401(k) with match • Paid Time Off • Generous Health Benefits Package including medical, dental and vision • Pre-Tax Savings Plan • Short Term Disability • Long Term Disability • Employee Wellness Program, Plus so Much More!