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Sr. Director, Total Rewards

Hiring organization
CarterMacKay

Employment Type
Full-time, Contractor

Industry
HEalthcare

Job Location
Plano, Texas, USA

Date posted
July 28, 2021

Description

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Responsibilities

- Establish and utilize key metrics and measures round Compensation and Benefits
- Benchmark company programs around Market trends and competitiveness of pay in driving employee retention and business goals
- Oversee job analysis and job documentation processes, including proper FLSA categorization
- Oversee annual merit and bonus process
- Responsible for annual comp and benefits activities such as open enrollment, comp planning and processing of incentives
- Manage all outside entities (Brokers, vendors, etc) supporting company total rewards programs
- Assure accurate and timely completion of all compliance testing, forms, audits, etc. as required by laws and regulations
- Oversee administration of HRIS, ADP Workforce Now
- Partner with CPO to ensure that the company’s org design meets the strategic business objectives

Education

Bachelor’s required, Masters Preferred