

## SR. COMPENSATION ANALYST

Rackspace, a world leader in hosting delivers enterprise-level managed hosting, cloud hosting, and e-mail hosting services to businesses of all types and sizes globally. Today we serve thousands of customers from data centers around the world. Rackspace integrates the industry's best technologies and practices for each customer's specific needs delivering it as a service via the company's commitment to Fanatical Support. We serve as an extension of our customers' IT departments enabling them to focus on their core business. Rackspace was founded in 1998 and since then has had significant growth year after year. There are now over 3,000 Rackers employed worldwide dedicated to providing customers our premier hosting services.

### JOB DESCRIPTION

**Summary of Responsibility:** Serves as a partner to the HR Business Partner and Business Leaders to develop and administer compensation programs that support the strategic goals and objectives of the organization. Performs staff support activities to develop, implement and administer compensation policies and programs. Manages global compensation programs. Conducts complex analyses of jobs, hourly wages, salaries, and incentives in order to evaluate internal equity, external competitiveness, and legal compliance of the organization's pay practices. Makes recommendations regarding salary grades or market rates for specific jobs and assists in the development of incentive programs and the administration of performance review or merit-rating programs. Reviews salary increases for compliance with company policy and budget. Participates in and/or conducts wage surveys. Ensures that the total rewards strategy support the compensation and business philosophy. Conduct analysis on subjects such as salary, incentive compensation, bonus plans, sales compensation, and stock options.

**Principal Accountabilities:** Provides compensation support to the HR Business Partner and Senior Leader on the design, implementation and administration of compensation programs. Responsible for marketing pricing activities for positions to include recommending survey participation, completing survey submissions, analyzing incoming data, and internal competitiveness. Performs job analysis and salary band determination. Works with management to ensure quality of matches. Responsible for updating and maintaining the market survey databases for positions and may design additional databases as required. Responsible for compensation analyses, and assists in determining external market competitiveness, market practices, trends and internal execution against compensation philosophy and strategy. Prepares reports and proposals as requested. Participates in the modeling and administration of variable compensation and reward and recognition programs. Responsible for miscellaneous ad hoc reporting. Provides interpretation of policies and procedures as they relate to compensation and recommends solutions to problems or issues not covered by established practices. Monitors and ensures compliance with FLSA and other legal regulations associated with compensation. Contributes to the design, development and implementation of project deliverables. Manages specific compensation projects related to individual department requests.

### JOB REQUIREMENTS

**Education & Experience:** Bachelor's degree in Business Administration, Human Resources, Finance, or a related field. 5 - 7 years of compensation experience in a corporate environment. Prefer

experience in a global, publicly traded organization. CCP, GRP, CSCP, CECP, PHR, and/or SPHR certifications highly desirable. Experience with administration of domestic and international programs preferred.

**Knowledge, Skills & Abilities:** Advanced knowledge of theory and practice in developing and implementing compensation policies and programs. Advanced knowledge of salary survey practices, data, and/or participation. Advanced knowledge of job analysis methods and practical application to determine benchmarks and market comparables, develop job descriptions and job requirements, and determine salary bands. Advanced knowledge of the FLSA and application of the regulations for employers. Advanced skills to perform data analysis and interpretation. Ability to convert data analysis into relevant and succinct reports. Strong analytical skills and ability to focus on details. Advanced skills in MS Excel modeling; MS Access skills a plus. Demonstrable interpersonal, presentation, organizational and communication skills. Ability to establish and maintain relationships at all levels of management. Ability to meet tight deadlines in a fast-paced work environment. Ability to multi-task. Ability to communicate technical info and ideas so others will understand. Ability to make appropriate decisions considering the relative costs and benefits of potential actions. Ability to successfully work and promote inclusiveness in small groups. Ability to provide FANATICAL support.

**Apply** by visiting <http://rackertalent.com/>

**Location:** San Antonio, TX (relocation assistance provided)

## **CONTACT**

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