

PSS World Medical Compensation Manager

Position Overview:

The Compensation Manager will work closely with the Senior VP of HR and the Executive Management team to provide support and guidance in all areas of compensation matters including base and variable compensation, executive compensation, sales compensation plans, reward and recognition programs. This person will coordinate the company's participation in salary and market surveys to recommend market pay rates, salary structure and competitive merit budgets. Working with other support functions, he or she will be also responsible for coordinating the annual performance review and merit increase process. The selected individual will be responsible for ensuring that we are compliant with government regulations and develop metrics and reporting related to compensation.

Responsibilities:

- Work closely with the leaders of the major businesses to design compensation programs to support achieving stated business, organization, and sales goals
- Manage the compensation planning process and administer the salary plan. Recommend and revise salary ranges and oversee the development of job descriptions and evaluations
- Support the design and maintenance of the HRIS related to compensation data needs, track HR metrics, maintain employee information, and meet management reporting needs
- Responsible for achieving the organization's desired compensation/pay position in the local markets in which we work
- Conduct benchmarking and participate in surveys to determine appropriate pay levels and ensure external and internal pay equity
- Ensure adherence to corporate policies and government regulations, and record keeping requirements
- Conduct reporting and analysis on a variety of annual processes, such as promotions, bonus-salary reviews, compensation budgeting. This includes variance analysis, year-on-year comparisons, model salary and bonus pool distributions, and future projections
- Research and develop compensation policies and recommend changes to existing policies and programs
- Manage the performance of the compensation function: responsiveness to clients, engagement with job, training staff in all aspects of the compensation function

Qualifications:

- Bachelors' degree required. Master's degree, CCP certification desirable
- Minimum of five to eight years analytical experience in Compensation and HRIS
- Minimum of three years managerial experience also required
- In-depth experience managing compensation plans including base salary and variable pay

- Demonstrated ability to simultaneously manage and prioritize multiple projects and capable of strategic planning and leadership
- Advanced level in MS Excel
- Proven capacity to create and develop a high-performing compensation staff
- Previous experience in preparing compensation committee documents and presentations
- Excellent communication skills with the ability to "push back" when appropriate
- Working knowledge of a sophisticated HRIS
- Willingness to be hands-on and perform analysis but also to be a function leader
- Multi location compensation experience is a must
- Understanding and demonstrated experience in designing and implementing sales compensation programs

Please apply online:

https://www3.ultirecruit.com/PSS1000/JobBoard/JobDetails.aspx?__ID=*9FD1B24A24D442DA

Tom Nolan
Staffing Manager
PSS World Medical, Inc
tnolan@pssd.com