

The **Jackson Health System** is presently recruiting for an experienced professional to serve in the capacity of a **Senior Compensation Analyst** for our Compensation Department within the Division of Human Resources Capital Management.

The **Jackson Health System**, a highly acclaimed South Florida healthcare delivery system and teaching hospital, is recognized by the U.S. News & World Report's annual "America's Best Hospitals" rankings.

The **Senior Compensation Analyst** performs most complex elements of a variety of professional and administrative Compensation functions. Incumbents are senior-level professionals who apply comprehensive and in-depth knowledge of Compensation concepts, policies, practices and procedures in one or more functional areas:

- Design and development work; complex analyses and/or application of specialized knowledge.
- Conducts local and national surveys to determine competitiveness in labor market and performs statistical analysis as needed.
- Provides support in the administration of Pay Plan provisions, and reviews all requests for intermediate in-hire rates to maintain internal equity.
- Formulates recommendations regarding development of company salary structure, job revision and organizational structures.
- Performs job analyses, write job descriptions; evaluates positions; participates in analysis of market pay and compensation practices; develops pricing/pay structures and budgets; administers pay for performance; approves salary adjustments and/or other base and incentive programs for JHS.
- Coordinates the performance evaluation and merit increase procedures. Reviews all requests for special merit and special recognition increases and make appropriate recommendations.
- Provides technical support to management in planning and developing organization restructuring by analysis of current and proposed positions and responsibilities.

Selection criteria for this position are as follows: Bachelors degree in Human Resources or other applicable discipline. 4 to 6 years progressive experience in compensation and benefits required. Candidates must have excellent communication skills with the ability to develop constructive relationships with executive-level internal and external clients. Strong Analytical skills and working knowledge of databases such as Microsoft Excel and Access are strongly preferred. Compensation Certified Professional (CCP) is strongly preferred.

We are proud to offer a competitive salary along with a rich benefits package including health, dental, vision, define pension plan and 29 personal leave days and more. Candidates interested in applying may do so by visiting our website at www.jhsmiami.org or for more information please contact Hector B. Vega hector.vega@jhsmiami.org, Senior Talent Acquisition Specialist at 305-585-6081 Extension 60476.