

One of the nation's largest and most respected providers of hospital and healthcare services, Universal Health Services, Inc. has built an impressive record of achievement and performance. Growing steadily since its inception into an esteemed Fortune 500 corporation, annual revenues were \$11.4 billion in 2019. In 2020, UHS was again recognized as one of the World's Most Admired Companies by Fortune; ranked #281 on the Fortune 500; and in 2017, listed #275 in Forbes inaugural ranking of America's Top 500 Public Companies. Headquartered in King of Prussia, PA, UHS has 90,000 employees and through its subsidiaries operates 26 acute care hospitals, 328 behavioral health facilities, 42 outpatient facilities and ambulatory care access points, an insurance offering, a physician network and various related services located in 37 U.S. states, Washington, D.C., Puerto Rico and the United Kingdom.

The **UHS Corporate Human Resources** team is hiring a dynamic **Manager - Compensation**. This position will oversee over compensation programs for the Behavioral Health Division.

- Manages day-to-day base pay issues for the Behavioral Health Division. Provides guidance to operations staff and leaders as required
- Conducts market research, program design, financial analysis, budgeting and implementation support of new pay programs
- Documents job duties for hospital and field positions as well as research, evaluate and recommend job grades for current and/or new positions
- Responds to and completes information necessary for salary surveys for UHS corporate. Evaluates and provides recommendations for new survey sources as they become available
- Serves as lead analyst for major division projects in collaboration with Compensation Director and Division HRD. Participates in HRD orientation meetings. Provides technical leadership to Coordinators/Analysts within the department
- Assists with the planning and implementation of HRIS projects in Lawson related to compensation issues. Assists Director with implementation of new software applications. Serves as subject matter contributor and/or system administrator for compensation related software applications

## **Qualifications**

Bachelor's degree with 8 - 10 years' experience.

- Strong compensation knowledge required including state and federal laws applying to company compensation programs. Specific knowledge of healthcare jobs preferred
- Strong problem solving, communication and presentation skills
- Superior MS Office skills including Word, Excel, Access and PowerPoint in addition to HRIS experience with Lawson or another major HRIS product
- Travel connected with projects for field locations will be necessary (0-10%)

This opportunity provides a rewarding career, challenging and rewarding work environment as well as growth and development opportunities within UHS and its subsidiaries, including competitive compensation, excellent Medical, Dental, Vision and Prescription Drug Plan, and 401k with company match.

## **EEO Statement**

All UHS subsidiaries are committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants and teammates. UHS subsidiaries are equal opportunity employers and as such, openly support and fully commit to recruitment, selection, placement, promotion and compensation of individuals without regard to race, color, religion, age, sex (including pregnancy, gender identity, and sexual orientation), genetic information, national origin, disability status, protected veteran status or any other characteristic protected by federal, state or local laws.

We believe that diversity and inclusion among our teammates is critical to our success.

### **Notice**

At UHS and all subsidiaries, our Human Resources departments and recruiters are here to help prospective candidates with matching skillset and experience with the best possible career at UHS and our subsidiaries. We take pride in creating a highly efficient and best in class candidate experience. During the recruitment process, no recruiter or employee will request financial or personal information (Social Security Number, credit card or bank information, etc.) from you via email. The recruiters will not email you from a public webmail client like Hotmail, Gmail, Yahoo Mail etc. If you feel suspicious of a job posting or job-related email, let us know by contacting us at: <https://uhs.alertline.com> or 1-800-852-3449.

***Please apply online:***

<https://jobs.uhsinc.com/corporate/jobs/66554?lang=en-us>