



Senior Compensation Consultant

Philadelphia, PA, US, 19104

Req ID: 26002

Shift: Days

Employment Status: AF - Active - Regular - Full Time

Job Summary

Participate in developing, implementing, maintaining and communicating CHOP's compensation programs, policies and processes.

Job Responsibilities

Compensation Processes and Tools

- Trains and educates CHOP supervisors, managers and directors in Compensation systems and processes.
- Develops training tools and presentations.
- Delivers training content to individuals and groups in inservices and special meetings as required.
- Provides leadership to other Compensation staff members in handling problematic transactions, interpreting and applying policy, dealing with customers in problem situations.
- Maintains the HRIS job table - reviews and inputs all job information, audits employee records periodically to ascertain appropriate application and accuracy of job information.

Job Evaluation: Conducts job evaluation studies of single jobs or whole departments

- Acquires required organizational and functional knowledge to place job evaluation in the context of CHOP's operational mission, market pressures and internal equity.
- Gathers additional information through position descriptions, questionnaires and interviews with originating managers as needed
- Determines appropriate evaluation method (market pricing, factor analysis, internal comparisons)

- Determines appropriate job grade and pay scale for positions
- Communicates job and implementation information to originating managers

Compensation Planning: Performs analysis and provides input to annual compensation structure and policy changes. – for the organization as a whole or for specific departments and/or job families. Performs related market pricing.

- Models salary increase scenarios
- Performs internal demographics analysis to predict the cost and impact of salary structure and salary increase changes
- Prepares recommendations for individual departments or assists with preparing recommendations for the organization as a whole.

Market Analysis: Participates in continual monitoring of the marketplace to ensure that compensation programs are competitive and appropriately positioned

- Coordinates participation in compensation surveys
- Evaluates survey quality and coverage and recommends participation and/or purchase
- Matches positions, gathers and summarizes job and employee information for survey input
- Evaluates, analyzes and ages survey results for application to individual positions and job families.
- Recommends market targeting for individual positions and groups of positions
- Establishes relationships with peers in other organizations to facilitate the exchange of competitive information*

Special Projects: Provides compensation expertise to committees, task forces, and cross-departmental initiatives and projects as assigned.

Required Licenses, Certifications, Registrations

None

Required Education and Experience

Required Education: Bachelors Degree

Required Experience: At least 5 years of progressively responsible experience in compensation design and administration

Preferred Education, Experience & Cert/Lic

Preferred Education: Bachelor's degree in HR, business administration or related field preferred

Additional Technical Requirements

- Analytical ability combined with sound practical judgment
- Excellent human relations skills, and verbal and written communications skills

- Advanced knowledge of spreadsheets, database, and word processing computer applications.

All CHOP employees who work in a patient building or who provide patient care are required to receive an annual influenza vaccine unless they are granted a medical or religious exemption.

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VEVRAA Federal Contractor/Seeking priority referrals for protected veterans. Please contact our hiring official with any referrals or questions.

CHOP Careers Contact
Talent Acquisition
2716 South Street, 6th Floor
Philadelphia, PA 19146
Phone: 866-820-9288
Email: TalentAcquisition@email.chop.edu

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Additional opportunities can be found at careers.chop.edu.