

COMPENSATION ANALYST

UHS of Delaware, Inc.

King of Prussia, Pennsylvania

One of the nation's largest and most respected hospital management companies, Universal Health Services, Inc. (NYSE: UHS) has built an impressive record of achievement and performance. Growing steadily since its inception into an esteemed Fortune 500 corporation, UHS today has annual revenue exceeding \$10.7 billion. In 2019, UHS was again recognized as one of the World's Most Admired Companies by Fortune; in 2018, ranked #268 on the Fortune 500; and in 2017, listed #275 in Forbes inaugural ranking of America's Top 500 Public Companies.

Our operating philosophy is as effective today as it was 40 years ago, enabling us to provide compassionate care to our patients and their loved ones: Build or acquire high quality hospitals in rapidly growing markets, invest in the people and equipment needed to allow each facility to thrive, and become the leading healthcare provider in each community we serve.

Headquartered in King of Prussia, PA, UHS has more than 87,000 employees and through its subsidiaries operates 350 inpatient acute care hospitals and behavioral health facilities and 30 outpatient and other facilities located in 37 states, Washington, D.C., Puerto Rico and the United Kingdom. For additional information on the Company, visit our web site: <http://www.uhsinc.com>.

The Compensation Analyst provides analytical support for UHS compensation programs both at the corporate office and for field locations. Conducts research and supports other compensation team members as assigned/required.

- Documents job duties for corporate and field positions. Maintains corporate job descriptions on HR shared drive.
- Researches, evaluates and recommends job grades for current and/or new positions.
- Assists analysts and facilities with annual market studies as assigned.
- Coordinates assigned salary surveys activity for UHS corporate. Evaluates and provides recommendations for new survey sources as they become available.
- Provides administrative and analytical support to Compensation Director and Manager on a variety of projects including market research, program design, analysis, budgeting and implementation of new programs.
- Assists with review of compliance related activities (i.e. email access, pay practice change, business card approvals, etc.)
- Assists with the planning and implementation of HRIS projects in Lawson related to compensation issues.

Job Requirements

Bachelor's degree with 3 - 5 years experience required.

General 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.

Well organized, with excellent interpersonal skills and ability to handle multiple priorities. Incumbent should be confident to work independently but also be a strong team player.

Strong MS Office skills including Word, Excel, Access and PowerPoint in addition to HRIS experience with Lawson or other similar systems.

Light travel connected with projects for field locations may be necessary.

If you are looking for a rewarding career, please take a moment to share your background with us by applying online. UHS offers competitive compensation commensurate with experience and benefits programs including medical, dental, life insurance and 401k.

*UHS is a registered trademark of UHS of Delaware, Inc., the management company for Universal Health Services, Inc. and a wholly owned subsidiary of Universal Health Services, Inc. Universal Health Services, Inc. is a holding company and operates through its subsidiaries including its management company, UHS of Delaware, Inc. All healthcare and management operations are conducted by subsidiaries of Universal Health Services, Inc. To the extent any reference to "UHS or UHS facilities" on this website including any statements, articles or other publications contained herein relates to our healthcare or management operations it is referring to Universal Health Services' subsidiaries including UHS of Delaware. Further, the terms "we," "us," "our" or "the company" in such context similarly refer to the operations of Universal Health Services' subsidiaries including UHS of Delaware. Any employment referenced in this website is not with Universal Health Services, Inc. but solely with one of its subsidiaries including but not limited to UHS of Delaware, Inc.

UHS is not accepting unsolicited assistance from search firms for this employment opportunity. Please, no phone calls or emails. All resumes submitted by search firms to any employee at UHS via-email, the Internet or in any form and/or method without a valid written search agreement in place for this position will be deemed the sole property of UHS. No fee will be paid in the event the candidate is hired by UHS as a result of the referral or through other means.

Please apply online:

<https://jobs.uhsinc.com/corporate/jobs/94966?lang=en-us>