



Human Resources: Compensation Consultant

Our Business:

The Global Human Resources (HR) group at Bank of America enables the company to drive revenue through attracting, developing and retaining a world-class workforce. HR strategy aligns to business strategy to ensure the company has the talent needed to achieve its business objectives. Key units within Global HR are Staffing, Compensation, Benefits, Leadership Development, Learning, and a team of Generalists. In addition to advising business leaders, Global HR helps the company deliver a higher standard of working environment, benefits, work/life commitment and satisfaction for our 200,000 associates.

Overview:

Design, develop and deliver compensation strategy innovations that help clients across all businesses drive business objectives. The Compensation Consultant is likely to work with large client groups on the issues affecting their business to create competitive, innovative compensation plans that drive short and long term business growth. Possess the specialized knowledge and skills to address key challenges, solve major job-relevant problems and otherwise perform the technical responsibilities of the job with a high level of competence:

- Skillfully interpret survey data for market pricing; chooses relevant information, analyzes and matches job to similar roles in the marketplace
- Modify compensation programs based on changes in business strategy/performance
- Demonstrate in-depth knowledge of incentive plan components (eligibility, performance measures & funding methods)
- Facilitate/drive flawless execution of the year-end incentive process
- Leverage tools, processes, education strategies and HR partners to drive pay for performance adoption
- Change Management: Build commitment to compensation process changes; builds support along the way and works with client group to address issues, obstacles, resistance to change
- Oversee the day-to-day work of the Compensation Analyst

Qualifications:

- Ability to develop and manage relationships across the company and a wide variety of partners based on trust, teamwork and knowledge.
- Strong business and financial acumen in addition to strong advisory and influence skills
- Ability to maintain high confidentiality
- Strong organizational, time management, prioritization skills as well as analytical and problem solving skills
- Ability to work independently and be a self-starter but a team player as well
- Highly proficient in MS Access, Excel, Word, and PowerPoint
- Minimum of 3 years of experience demonstrating strong analytical, financial and relationship skills in a fast-paced, corporate or management consulting environment
- MBA or advanced degree in Human Resources

Locations:

Charlotte, North Carolina